



# US DEPARTMENT OF VETERANS AFFAIRS OFFICE OF INSPECTOR GENERAL

Office of Healthcare Inspections

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## VETERANS HEALTH ADMINISTRATION

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# OIG Determination of Veterans Health Administration's Severe Occupational Staffing Shortages Fiscal Year 2023

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## Executive Summary

The VA Choice and Quality Employment Act of 2017 (VCQEA) requires the VA Office of Inspector General (OIG) to determine, annually, a minimum of five clinical and five nonclinical Veterans Health Administration (VHA) occupations with the largest staffing shortages within each VHA medical center (facility).<sup>1</sup> Pursuant to this requirement, the OIG conducted a review to identify those severe staffing shortages by occupation. The OIG also compared the number of severe occupational staffing shortages against the previous four years' reports to assess changes.

This is the tenth OIG report in a series on occupational staffing shortages and the sixth to identify severe occupational staffing shortages at the facility level. The OIG surveyed VHA-identified facility points of contact to determine severe occupational staffing shortages at each facility. It should be noted that the OIG does not verify or otherwise confirm the survey responses. Among the most significant findings in this year's staffing report were the following:

- Facilities reported 3,118 severe occupational staffing shortages across 282 occupations in fiscal year (FY) 2023. This was an increase from 2,622 severe occupational staffing shortages across 285 occupations in FY 2022, following annual decreases during FY 2018–FY 2021.<sup>2</sup>
- Eighty-eight percent of facilities reported severe occupational staffing shortages for Medical Officer, and 92 percent of facilities reported severe shortages for Nurse.<sup>3</sup>
- Practical Nurse was the most frequently reported clinical occupation with severe staffing shortages, and Medical Support Assistance was the most frequently reported nonclinical occupation with severe staffing shortages. Medical Support Assistance was also the most frequently reported Hybrid Title 38 severe shortage occupation.<sup>4</sup>

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<sup>1</sup> VA Choice and Quality Employment Act, Pub. L. No. 115-46, 131 Stat. 958 (2017). The Act amended the Veterans Access, Choice, and Accountability Act of 2014 (Public Law 113-146).

<sup>2</sup> A severe shortage refers to particular occupations that are difficult to fill, and a shortage exists when criteria set forth in 5 Code of Federal Regulations (C.F.R.) § 337.204, Severe Shortage of Candidates, are applied, and not necessarily an indication of vacancies. Vacancy refers to a specific unoccupied position and is distinct from the designation of a severe shortage. For example, a facility could identify an occupation as a severe occupational shortage, which could have no vacant positions or 100 vacant positions.

<sup>3</sup> Medical Officer and Nurse were analyzed separately from the other occupations because VHA utilizes assignment codes to designate specialties within the corresponding Office of Personnel Management occupational series. Assessing severe shortages at the level of these specialty assignment codes instead of the broader occupational series codes allowed the OIG to assess severe shortages for the Medical Officer and Nurse series at a more detailed level.

<sup>4</sup> VHA is able to non-competitively appoint individuals using direct-hire authority to Hybrid Title 38 occupations in accordance with VA Handbook 5005/129, *Staffing*, April 6, 2020, Part II, Chapter 3, Section F, Appointments under 38 United States Code (U.S.C.) §7401.

- One hundred and thirty-nine facilities (every facility the OIG surveyed) reported at least one severe occupational staffing shortage.

The Veterans Access, Choice, and Accountability Act and VCQEA provide a mechanism for the VA Secretary to grant VHA direct-hire authority, expanding the candidate pool for Hybrid Title 38 occupations based on severe shortages.

VCQEA paved the way for the OIG to assess changes in severe occupational staffing shortages at the facility and occupational levels across years. In FY 2023, more severe occupational staffing shortages were reported by more facilities than in recent FYs. The total number of severe occupational staffing shortages increased by 19 percent relative to FY 2022.

## **VA Comments and OIG Response**

The Under Secretary for Health concurred with the report (see appendix G). No further action is required.



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## Abbreviations

C.F.R.	Code of Federal Regulations
DHA	direct-hire authority
FY	fiscal year
OCHCO	VA Office of the Chief Human Capital Officer
OIG	Office of Inspector General
OPM	Office of Personnel Management
U.S.C.	United States Code
VACAA	Veterans Access, Choice, and Accountability Act
VCQEA	VA Choice and Quality Employment Act
VHA	Veterans Health Administration
VISN	Veterans Integrated Service Network



## Introduction

The purpose of this review is for the VA Office of Inspector General (OIG) to report a minimum of five clinical and five nonclinical Veterans Health Administration (VHA) occupations that have the largest staffing shortages at each VHA medical center (facility) as required by the VA Choice and Quality Employment Act of 2017 (VCQEA).<sup>1</sup> The OIG also compared the number of severe occupational staffing shortages against those the OIG identified in the fiscal year (FY) 2018 through 2022 reports. This is the tenth iteration in a series of annual OIG reports determining occupational staffing shortages in VHA.<sup>2</sup>

## Background

### **Veterans Access, Choice, and Accountability Act and VA Choice and Quality Employment Act**

In May 2014, the OIG reported ongoing concerns regarding access to VHA care, scheduling practices, and excessive wait times at the VA Phoenix Health Care System.<sup>3</sup> Congress passed the Veterans Access, Choice, and Accountability Act (VACAA) of 2014 in response to these concerns.<sup>4</sup> VACAA required the OIG to determine, annually, the five VHA occupations with the largest staffing shortages over the previous five-year period. With the passage of the VCQEA, the scope of the OIG's work expanded to include an annual determination of a minimum of five clinical and five nonclinical VHA occupations with the largest reported staffing shortages within each facility.

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<sup>1</sup> VA Choice and Quality Employment Act, Pub. L. No. 115-46, 131 (2017).

<sup>2</sup> VA OIG: [OIG Determination of Veterans Health Administration's Occupational Staffing Shortages](#), Report No. 15-00430-103, January 30, 2015; [OIG Determination of Veterans Health Administration's Occupational Staffing Shortages](#), Report No. 15-03063-511, September 1, 2015; [OIG Determination of VHA Occupational Staffing Shortages](#), Report No. 16-00351-453, September 28, 2016; [OIG Determination of VHA Occupational Staffing Shortages, FY 2017](#), Report No. 17-00936-385, September 27, 2017; [OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2018](#), Report No. 18-01693-196, June 14, 2018; [OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2019](#), Report No. 19-00346-241, September 30, 2019; [OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, Fiscal Year 2020](#), Report No. 20-01249-259, September 23, 2020; [OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, Fiscal Year 2021](#), Report No. 21-01357-271, September 28, 2021; [OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, Fiscal Year 2022](#), Report No. 22-00722-187, July 7, 2022.

<sup>3</sup> VA OIG, [Interim Report: Review of Patient Wait Times, Scheduling Practices, and Alleged Patients Deaths at the Phoenix Health Care System](#), Report No. 14-02603-178, May 28, 2014.

<sup>4</sup> Veterans Access, Choice, and Accountability Act of 2014, Pub. L. No. 113-146, 128 Stat. 1754 (2014).



## Occupational Series and Assignment Codes

The Classification Act of 1949 established the principle of providing equal pay for substantially equal work.<sup>5</sup> The Office of Personnel Management (OPM), after consulting with federal agencies, created occupational series to classify positions in the General Schedule.<sup>6</sup>

VHA facilities hire for a given occupational category or assignment code depending on VHA requirements and other factors such as local demands or facility complexity level.<sup>7</sup> To provide further detail to the OPM occupational series, VHA developed assignment codes for Medical Officer and Nurse series. For example, an Infection Control Nurse would have an OPM occupational series of 0610 – Nurse, and a VHA assignment code of 74. VHA classifies occupations as clinical or nonclinical beyond the hiring authority (Title 38, Hybrid Title 38, and Title 5).<sup>8</sup> VHA has labeled Infection Control Nurse a clinical occupation, and nurses are appointed under Title 38.

## Hybrid Title 38 Hiring in VHA

VACAA and VCQEA established authority for the VA Secretary to directly recruit and appoint qualified personnel to occupations determined to have staffing shortages by the OIG. For FY 2023, VHA sought and received direct-hire authority (DHA) from the VA Secretary for 12 of these occupations, as informed by *OIG Determination of Veterans Health Administration's*

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<sup>5</sup> The Classification Act of 1949, Pub. L. No. 81-429, 63 Stat. 954 (1949).

<sup>6</sup> The General Schedule classification and pay system covers most civilian white-collar professional, technical, administrative, and clerical positions.

<sup>7</sup> VHA Office of Productivity, Efficiency, and Staffing, *Facility Complexity Model Fact Sheet*, January 28, 2021. Facilities are categorized into one of five groups; “1a, 1b, 1c, 2 or 3, with facilities rating 1a being the most complex and those rated 3 the least complex.” For instance, VHA describes Level 1a, highest complexity as “[f]acilities with high volume, high risk patients, most complex clinical programs, and large research and teaching programs” and Level 3, low complexity as “[f]acilities with low volume, low risk patients, few or no complex clinical programs, and small or no research and teaching programs.”

<sup>8</sup> VHA Workforce Management and Consulting Office, *VHA Workforce and Succession Strategic Plan, FY 2022–23*. VHA defines clinical occupations to “include personnel who provide direct patient care or services incident to patient care, and whose efforts have a therapeutic intent (e.g., physical, mental, social, spiritual).” VHA defines nonclinical occupations as “administrative and maintenance personnel who do not provide direct patient care or services incident to patient care.”

*Occupational Staffing Shortages, Fiscal Year 2022, and VHA Workforce Management and Consulting's Shortage Occupation Report, FY 2022 Workforce Planning Cycle reports.*<sup>9</sup>

## Scope and Methodology

### Staffing Survey Development and Distribution

The OIG conducted a survey to identify severe occupational staffing shortages at each facility across VHA. VHA-identified facility points of contact used the definition provided by 5 Code of Federal Regulations (C.F.R.) Section (§) 337.204 to report severe occupational staffing shortages.<sup>10</sup>

The OIG requested, and VHA provided, the points of contact who would be completing the survey on behalf of each facility. Facility points of contact used a drop-down list within the

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<sup>9</sup> See 38 U.S.C. § 7412 (authorizing the Secretary of VA to recruit and directly appoint for shortage occupations identified by the OIG). These statutory provisions permit VA to recruit and appoint qualified candidates to occupations identified by the OIG despite other competitive service and preference eligibility requirements. See 5 U.S.C. §§ 3304, 3309-3318. See VA Office of the Chief Human Capital Officer Bulletin, "Annual Determination of Staffing Shortages," September 30, 2022. VA noted that the Department is able to non-competitively appoint individuals to Title 38 and Hybrid Title 38 positions "in accordance with VA Handbook 5005, Part II, Chapter 3, Section F, Appointments under 38 U.S.C. § 7401." The aforementioned Office of the Chief Human Capital Officer Bulletin identified 12 shortage occupations for which veterans' preference eligibility requirements were waived. The waiver of veterans' preference for these 12 occupations is in effect through September 30, 2023. A complete list of occupations with direct-hire authority can be found in appendix A.

<sup>10</sup> 5 C.F.R. § 337.204, Severe Shortage of Candidates, states:

(a) OPM will determine when a severe shortage of candidates exists for particular occupations, grades (or equivalent), and/or geographic locations. OPM may decide independently that such a shortage exists, or may make this decision in response to a written request from an agency.

(b) An agency when requesting direct-hire authority under this section, or OPM when deciding independently, must identify the position or positions that are difficult to fill and must provide supporting evidence that demonstrates the existence of a severe shortage of candidates with respect to the position(s). The evidence should include, as applicable, information about:

- (1) The results of workforce planning and analysis;
- (2) Employment trends including the local or national labor market;
- (3) The existence of nationwide or geographic skills shortages;
- (4) Agency efforts, including recruitment initiatives, use of other appointing authorities (e.g., schedule A, schedule B) and flexibilities, training and development programs tailored to the position(s), and an explanation of why these recruitment and training efforts have not been sufficient;
- (5) The availability and quality of candidates;
- (6) The desirability of the geographic location of the position(s);
- (7) The desirability of the duties and/or work environment associated with the position(s); and
- (8) Other pertinent information such as selective placement factors or other special requirements of the position, as well as agency use of hiring flexibilities such as recruitment or retention allowances or special salary rates.

survey to identify all occupations they considered severe occupational staffing shortages.<sup>11</sup> The OIG's survey listed OPM occupational series codes used by VHA and VHA assignment codes for Medical Officer and Nurse specialties.<sup>12</sup> See appendix B for a complete list of OPM occupational series and VHA assignment codes included in the survey. Facility points of contact also had the option to report that they did not consider any of the occupations as severe occupational staffing shortages.

The OIG distributed the survey to VHA-identified facility points of contact at 139 facilities on February 17, 2023, with a completion requirement of March 3, 2023.<sup>13</sup> As several facility points of contact did not respond to the survey by the completion requirement date, the OIG was unable to confirm receipt of completed surveys from all 139 facilities until March 14, 2023.

The VCQEA requires the OIG identify the top five clinical and top five nonclinical occupations at each facility. Some VHA occupations that at one time were hired at the facility level, were realigned to the Veterans Integrated Service Network (VISN) level, such as Human Resource Management. This realignment may have caused certain occupations that once appeared within the top facility-identified occupational shortages to no longer appear. The OIG did not independently verify VHA data for accuracy or completeness.

## Changes in Severe Occupational Shortages Survey

The OIG compared FYs 2018–2023 survey responses to evaluate changes in severe occupational staffing shortages across VHA. Some limitations that may affect comparisons include changes in position categorization, veteran demand for healthcare services, or alterations to the survey. Through refinement of position categorization, the total number of occupations provided to the OIG has changed to reflect the most current occupational codes. An increase or decrease in the number of occupations alters the total possible number of severe occupational staffing shortages a facility can identify. Changes in veteran demand affect facility staffing needs which, in turn, may change how facilities identify severe occupational staffing shortages. Changes to the survey may affect how facilities identify severe occupational staffing shortages. When compared to the surveys from FYs 2018–2020, the FYs 2021–2023 surveys were distributed via email using Microsoft InfoPath instead of Microsoft Excel resulting in differences in how the survey looked,

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<sup>11</sup> Hiring authority for the respective occupations populated in the survey as severe occupational staffing shortages were identified.

<sup>12</sup> The list of 493 occupations included those provided by VHA Workforce Management and Consulting for this report as well as those historically used in prior *OIG Determination of VHA's Occupational Staffing Shortages* reports. This list did not factor the number of staff onboard at a facility because facilities have previously identified severe staffing shortages in occupations without any staff. Separately, VHA reported that some occupations included in the survey were consolidated at the VISN level, national level, or may have been employed at both the facility and VISN levels.

<sup>13</sup> The Manila station (358) was excluded, beginning with the *OIG Determination of Veterans Health Administration Occupational Staffing Shortages, FY 2018* report, as its staff were foreign nationals employed by the State Department.

respondents were VHA-identified facility points of contact instead of facility directors, and the OIG did not ask for information such as reasons for shortages or for shortages to be ranked. Although the OIG requested facilities to identify severe occupational staffing shortages across FYs 2018–2023, and there were no changes in how shortages were defined, the potential for selection and survey bias may exist stemming from the aforementioned survey changes.

## Survey Analysis

The OIG identified an occupation as a severe occupational staffing shortage when it was designated as such by the VHA-identified facility point of contact. The OIG counted the total number of times the occupation was identified as a severe occupational staffing shortage across all facilities to determine shortages across VHA.

Facility points of contact could identify severe shortages for Medical Officer and Nurse occupations at the OPM occupational series level, the VHA assignment code level, or both. The OIG only included individual Medical Officer and Nurse assignment code occupations in the reported list of severe occupational staffing shortages. Separately, the OIG derived the frequency of severe shortages for Medical Officer and Nurse if the facility points of contact indicated either the OPM occupational series or any of the related VHA assignment codes as shortages.

## Authorities

In the absence of current VA or VHA policy, the OIG considered previous guidance to be in effect until superseded by an updated or recertified directive, handbook, or other policy document on the same or similar issue(s).

Oversight authority to review the programs and operations of VA medical facilities is authorized by the Inspector General Act of 1978, as amended, 5 U.S.C. §§ 401–424. The OIG reviews available evidence within a specified scope and methodology and makes recommendations to VA leaders, if warranted. Findings and recommendations do not define a standard of care or establish legal liability.

The OIG conducted the review in accordance with *Quality Standards for Inspection and Evaluation* published by the Council of the Inspectors General on Integrity and Efficiency.

## Results

### Issue 1. VHA Severe Occupational Staffing Shortages

The OIG surveyed all 139 VHA facilities to determine the occupations designated as severe shortages.<sup>14</sup> To determine the magnitude of severe occupational staffing shortages at VHA, the OIG counted the total number of times an occupation was identified as a shortage, observing specifically those occupations identified by at least 20 percent of VHA facilities.<sup>15</sup>

#### Severe Occupational Staffing Shortages Were Widespread

Facilities identified 3,118 severe occupational staffing shortages across 282 VHA occupations. Of these occupations, 25 were identified as severe staffing shortages by at least 20 percent of VHA facilities, excluding the Medical Officer and Nurse OPM Occupational Series.<sup>16</sup> The OIG found that 70 percent of facilities designated Medical Support Assistance as a severe occupational staffing shortage, making it the most frequently reported nonclinical shortage occupation. Practical Nurse was the most frequently reported clinical shortage occupation, which 67 percent of facilities designated as a severe occupational staffing shortage.

Table 1 shows the frequency of VHA facilities designating occupations in the survey as a severe shortage. Severe occupational shortages are not necessarily an indication of vacancies. A severe shortage refers to particular occupations that are difficult to fill, and a shortage exists when criteria set forth in 5 C.F.R. § 337.204, *Severe Shortage of Candidates*, are applied and not necessarily an indication of vacancies. Vacancy refers to an unoccupied position and is distinct from the designation of a severe shortage. For example, a facility could identify an occupation as a severe occupational shortage, which could have no vacant positions or 100 vacant positions.

Occupations designated by at least one in five facilities were included in this table. As a result, not all occupations designated as a severe shortage by each facility were included. For example, Optometrist does not appear in the table but was identified by 22 facilities as a severe occupational staffing shortage. This table provides insight as to how often an occupation was reported as a severe occupational staffing shortage throughout VHA and can be used to bring

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<sup>14</sup> For purposes of this report, the OIG used the term *occupation* when referencing either OPM occupational series or VHA assignment codes.

<sup>15</sup> The criterion of at least 20 percent of VHA facilities designating an occupation as a severe occupational staffing shortage is consistent with prior OIG reports on VHA occupational staffing shortages as well as the criterion for a national shortage occupation utilized by Workforce Management and Consulting in their annual Shortage Occupation reports. However, there is no requirement to use this criterion as a threshold for determining severe occupational staffing shortages at VHA.

<sup>16</sup> The OIG excludes the Medical Officer and Nurse OPM Occupational series level occupations because VHA utilizes assignment codes to designate specialties within the corresponding OPM occupational series.

awareness of systemic shortages. Responses from individual facilities can be found in appendix C.

Table 1 should not be considered the sole measure of VHA-wide severe occupational staffing shortages. It does not address all shortages throughout VHA and does not account for other dimensions that could be used to determine shortages such as the priority of a severe occupational staffing shortage at a given facility, or the number of staff on board at the facility. For example, one facility may consider an occupation as its number one shortage, despite having five staff onboard, while another facility may consider that same occupation as its number 30 shortage with only two staff on board. Facility priority and number of staff onboard were not considered when determining the frequency of occupations being reported as severe staffing shortages across VHA. Further, the impact that filling a shortage might have on a facility cannot be assessed by the survey results.

**Table 1. Frequency of Most Common Facility-Designated Severe Occupational Staffing Shortages**

Occupational Series or Assignment Code	Occupation	Clinical or Nonclinical	Number of Facilities that Identified the Occupation as a Severe Shortage
0679	Medical Support Assistance	Nonclinical	97
3566	Custodial Worker	Nonclinical	95
0620	Practical Nurse	Clinical	93
0180	Psychology	Clinical	91
0185	Social Work	Clinical	74
7408	Food Service Worker	Nonclinical	74
0083	Police	Nonclinical	73
31	Psychiatry*	Clinical	73
0621	Nursing Assistant	Clinical	70
0644	Medical Technologist	Clinical	66
88	RN Staff Nurse—Inpatient†	Clinical	61
P1	Primary Care*	Clinical	60
0801	General Engineering	Nonclinical	57
0647	Diagnostic Radiologic Technician	Clinical	50
0661	Pharmacy Technician	Clinical	45
25	Gastroenterology*	Clinical	38
0645	Medical Technician	Clinical	36
CM	RN Staff—Critical Care†	Clinical	36
Q6	RN Staff—Inpatient Community Living Center†	Clinical	35
0858	Biomedical Engineering	Nonclinical	34
0660	Pharmacist	Clinical	33
CQ	RN Staff—Inpatient Mental Health†	Clinical	33
0649	Medical Instrument Technician	Clinical	32
75	NP—Primary Care†	Clinical	30
Q1	RN Staff—Outpatient†	Clinical	30

Source: *OIG analysis of VHA facilities' responses to the OIG's FY 2023 staffing survey.*

Note: *Occupations designated by at least one in five facilities were included in this table.*

\*Occupations within the Medical Officer occupational series.

†Occupations within the Nurse occupational series.



The OIG also compared severe occupational shortages at the facility level. The number of facilities' severe occupational staffing shortage designations ranged from 2 to 114, including both clinical and nonclinical occupations.<sup>17</sup> The greatest number of clinical occupational shortages reported for an individual facility was 71, and the greatest number of nonclinical occupational shortages was 64.<sup>18</sup> These data points show that a wide range of severe occupational staffing shortages exist when comparing shortages at the facility level and that facilities have different severe staffing shortages. See appendix D for the frequency of facility-designated clinical, nonclinical, and total severe occupational staffing shortages, by facility.

### **Medical Officer and Nurse Occupations Were Identified as Severe Occupational Staffing Shortages by Facilities**

Medical Officer and Nurse were analyzed separately from the other occupations because VHA utilizes assignment codes to designate specialties within the corresponding OPM occupational series. Assessing severe shortages at the assignment code level instead of the broader occupational series codes enabled the OIG to assess severe shortages for the Medical Officer and Nurse series in more detail (as seen in table 1).

The OIG derived the frequency of Medical Officer and Nurse severe occupational staffing shortages if the facility indicated either the OPM occupational series or any of its related VHA assignment codes as shortages. The derived frequency for Medical Officer was 123 of 139 facilities (88 percent). The derived frequency for Nurse was 128 of 139 (92 percent).

### **Medical Support Assistance Was the Most Frequently Reported Hybrid Title 38 Severe Shortage Occupation**

VACAA and VCQEA provide the means for the VA Secretary to grant VHA DHA for Hybrid Title 38 occupations based on severe shortages determined, in part, by this report.<sup>19</sup> The OIG identified the frequency of VHA facilities designating Hybrid Title 38 occupations as severe staffing shortages. Seventy percent of facilities reported Medical Support Assistance as a severe occupational staffing shortage making it the most frequently reported Hybrid Title 38 shortage.

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<sup>17</sup> Palo Alto VA Medical Center in California (VISN 21, Station 640) designated the most severe occupational staffing shortages among all facilities.

<sup>18</sup> Bruce W. Carter VA Medical Center in Miami, Florida, (VISN 8, Station 546) designated the most clinical severe occupational staffing shortages. Palo Alto VA Medical Center in California (VISN 21, Station 640) designated the most nonclinical severe occupational staffing shortages.

<sup>19</sup> For FY 2022, VHA sought and received direct-hire authority from the Secretary for nine of these occupations as a result of the [OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, Fiscal Year 2022](#), and VHA Workforce Management and Consulting's *Shortage Occupation Report, FY 2022 Workforce Planning Cycle* reports.



The full list of Hybrid Title 38 severe occupational staffing shortages can be found in appendix E.

## Issue 2: Changes in Severe Occupational Shortages

The OIG compared FYs 2018–2023 survey responses to evaluate changes in severe occupational staffing shortages across VHA. The total number of severe occupational shortages increased, and some shortages persisted despite gains in onboard employees. Some changes in survey options and deployment from prior years may affect comparisons (see Changes in Severe Occupational Shortage Survey section of the methodology).

### Total Number of Severe Occupational Shortages Increased

After net decreases in reported shortages in FYs 2019–2021, severe occupational shortages increased by 22 percent in FY 2022, and another 19 percent in FY 2023, as seen in table 2.

**Table 2. Total Facility-Designated Severe Occupational Staffing Shortages, by Fiscal Year**

Fiscal Year	Number of Severe Occupational Staffing Shortages	Net Change	
		Number	Percent
2018	3,068	—*	—
2019	2,685	-383	-12.5
2020	2,430	-255	-9.5
2021	2,152	-278	-11.4
2022	2,622	470	21.8
2023	3,118	496	18.9

*Source: OIG analysis of VHA facilities' responses to the OIG's FYs 2018, 2019, 2020, 2021, 2022, and 2023 staffing surveys.*

*\*The hyphen indicates there is no data because this is a baseline value and comparisons are unavailable.*

Every facility reported at least two severe occupational staffing shortages in FY 2023. This was an increase from FY 2022 in which every facility reported at least one severe occupational staffing shortage, and FYs 2019–2021 in which several facilities reported no severe occupational staffing shortages.<sup>20</sup> Across FYs 2018–2023, Palo Alto VA Medical Center in California reported the greatest number of severe shortages (120 in FY 2022). In FY 2023, Palo Alto VA Medical Center in California reported the most shortages with 114.

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<sup>20</sup> The number of facilities reporting no severe occupational staffing shortages increased from zero in FY 2018, to five in FY 2019, and to seven in FY 2020, but dropped to three in FY 2021.

Twenty-five occupations were identified as a severe occupational staffing shortage by at least 20 percent of facilities in FY 2023. This was an increase from 22 in FY 2022 and 19 in FY 2021, following decreases from FY 2018 through FY 2020.

As in FY 2022, nonclinical occupations were reported as the top two severe occupational staffing shortages in FY 2023. Seventy percent of facilities reported Medical Support Assistance as a severe occupational staffing shortage in FY 2023, up from 63 percent in FY 2022. In FY 2023, Custodial Worker was reported by 68 percent of facilities, and was the second most commonly reported staffing shortage. In FY 2022, Custodial Worker was the most commonly reported staffing shortage, with 69 percent of facilities reporting it.

The OIG also compared changes in how frequently facilities reported occupations in 2023, compared to 2022. More occupations increased in the number of facilities reporting them than decreased or stayed the same. See table 3.

**Table 3. Change from FY 2022 to FY 2023 in the Frequency of Occupations Reported by Facilities as Severe Shortages**

Type of Change	Number of Occupations
Increase	178
Decrease	90
No Change	51
Occupation Not Reported in FY2022 or FY2023	170
New Occupation in FY23*	4
Total Occupations in Survey	493

*Source: OIG analysis of VHA facilities' responses to the OIG's FYs 2022 and 2023 staffing surveys.*

*\*None of the four new occupations included in the OIG's FY 2023 staffing survey were reported as shortages.*

The occupations with the six largest net increase in the number of facilities reporting as a shortage from FY 2022 to FY 2023 were (in ranked order):

1. Social Work (44 to 74)
2. Pharmacy Technician (26 to 45)
3. Psychology (73 to 91)
4. Nursing Assistant (53 to 70)

5. (Tied) Food Service Worker (60 to 74) and Diagnostic Radiologic Technician (36 to 50)<sup>21</sup>

The OIG intends this comparison to provide VHA with insight into which occupations may benefit from additional workforce planning strategies.

## **Severe Occupational Staffing Shortages Persisted Despite Gains in Onboard Employees**

Although VHA experienced net increases in onboard staffing levels of certain occupations, facilities continued to report severe shortages for those occupations. Comparison of the most frequently reported severe occupational staffing shortages from FYs 2018 through 2023 highlighted five occupations that have remained in the top five clinical and top five nonclinical most frequently reported severe shortages. These occupations included Police, Psychiatry, Practical Nurse, Psychology, and Medical Technologist. Except for Medical Technologist, VHA experienced average annual net increases in onboard staffing levels in each of these occupations since 2018.<sup>22</sup> Therefore, while VHA generally increased the number of staff in these occupations, these increases did not resolve the shortages. Additional occupation level staffing data can be found in appendix F.

## **Conclusion**

For FY 2023, VHA facilities reported 3,118 severe occupational staffing shortages in 282 occupations across VHA, with one facility reporting 114 occupations as shortages. Twenty-five occupations, excluding Medical Officer and Nurse, were identified as a severe occupational staffing shortage by at least one in five facilities. Seventy percent of facilities noted severe occupational staffing shortages for Medical Support Assistance, making it the most frequently reported nonclinical occupation; and 67 percent of facilities noted severe occupational staffing shortages for Practical Nurse, the most frequently reported clinical occupation. Every VHA facility reported at least two severe occupational staffing shortages.

Every year since 2014, the Medical Officer and Nurse occupations were identified as severe shortages in OIG's annual determination of occupational staffing shortages reports. VHA is able to noncompetitively appoint individuals to both of these Title 38 occupations in accordance with VA guidance.<sup>23</sup> The OIG determined that 88 percent of facilities had severe shortages for Medical Officer and 92 percent of facilities had severe shortages for Nurse. Despite the ability to

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<sup>21</sup> Six occupations appear in this list because Food Service Worker and Diagnostic Radiologic Technician were both reported as shortages by 14 additional facilities for FY 2023.

<sup>22</sup> The average percent net change for the Medical Technologist occupation since 2018 was -0.05%.

<sup>23</sup> VA Handbook 5005/129, *Staffing*, April 6, 2020, Part II, Chapter 3, Section F, Appointments under 38 U.S.C. §7401.

make non-competitive appointments for such occupations and annual net increases in onboard staffing levels since FY 2017, VHA continues to experience severe occupational staffing shortages for these occupations that are fundamental to the delivery of health care.

Nineteen percent more severe occupational staffing shortages were reported by VHA in FY 2023 compared to FY 2022. This increase in the overall number of severe occupational staffing shortages is notable as FY 2022 was the first year with an increase in identified shortages since the implementation of VCQEA's reporting requirements. The OIG again determined the ongoing need for Medical Support Assistance, as the most frequently reported occupation, as well as Social Work, Pharmacy Technician, Psychology, Nursing Assistant, and Food Service Worker occupations, representing the top five occupations with the greatest increase in the number of facilities identifying these occupations as severe shortages. The OIG emphasizes the importance of VHA's continued assessment of severe occupational staffing shortages given the increases from FY 2022 to FY 2023.

The OIG made no recommendations but emphasizes the importance of VHA's continued assessment of severe occupational staffing shortages given the increases from FY 2022 to FY 2023. Additionally, the OIG encourages VHA's efforts to complete work on open recommendations from the August 2021 OIG Report, *OIG Review of Veterans Health Administration Staffing Models*.<sup>24</sup>

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<sup>24</sup> VA OIG, [OIG Review of Veterans Health Administration Staffing Models](#), Report No. 20-01508-214, August 19, 2021. As of July 11, 2023, three recommendations remain pending.

## Appendix A: Occupations with Direct-Hire Authority

**Table A.1. VHA Occupations with Secretary of Veterans Affairs Direct-Hire Authority**

Occupational Series	Occupation	Date of DHA	Expiration of DHA
0180	Psychologist	September 30, 2022	September 30, 2023
0185	Social Worker	September 30, 2022	September 30, 2023
0620	Practical Nurse	September 30, 2022	September 30, 2023
0621	Nursing Assistant	September 30, 2022	September 30, 2023
0622	Medical Supply Technician (Sterile Processing)	September 30, 2022	September 30, 2023
0644	Medical Technologist	September 30, 2022	September 30, 2023
0647	Diagnostic Radiologic Technologist	September 30, 2022	September 30, 2023
0649	Medical Instrument Technician	September 30, 2022	September 30, 2023
0661	Pharmacy Technician	September 30, 2022	September 30, 2023
0679	Medical Support Assistant	September 30, 2022	September 30, 2023
0801	Healthcare Engineer	September 30, 2022	September 30, 2023
0858	Biomedical Engineer	September 30, 2022	September 30, 2023

Source: OCHCO Bulletin, Annual Determination of Staffing Shortages, September 30, 2022.

Note: 38 U.S.C. § 7412. Upon a determination by the OIG of occupations with the largest staffing shortages, the Secretary has the authority to directly recruit and appoint qualified individuals to applicable occupations. Naming conventions for occupations provided in this table reflect those in the associated DHA documentation.

**Table A.2. VA Occupations with OPM Direct-Hire Authority**

Occupational Series	Occupation	Date of DHA	Expiration of DHA
0080	Personnel Security Specialist (Grades 7 - 13)	January 24, 2018	December 31, 2023
0083	Police Officer (Grades 5-13)	January 24, 2018	December 31, 2023

**Table A.2. VA Occupations with OPM Direct-Hire Authority**

Occupational Series	Occupation	Date of DHA	Expiration of DHA
0201	Human Resources Specialist (all specialties) (Grades 7-11)	January 24, 2018	December 31, 2023
0203	Human Resources Assistant (all specialties) (Grades 5-7)	January 24, 2018	December 31, 2023
0510	Accountant (all specialties) (Grades 9-15)	January 24, 2018	December 31, 2023
0640	Health Technician (all specialties) (Grades 4-7)	January 24, 2018	December 31, 2023
0801	General Engineer (Grades 5-13)	January 24, 2018	December 31, 2023
1170	Realty Specialist (Grades 9-14)	January 24, 2018	December 31, 2023
2210	Information Technology Specialist (all specialties) (Grades 7-15)	January 24, 2018	December 31, 2023
4742	Utility System Repair (Grades 9-11)	January 24, 2018	December 31, 2023
5402	Boiler Plant Operator (Grades 9-12)	January 24, 2018	December 31, 2023
5406	Utility Systems Operator (Grades 8-11)	January 24, 2018	December 31, 2023
0201	Human Resources Specialist	September 23, 2022	September 22, 2027

Source: OCHCO Bulletin, VA-001, February 23, 2021, OCHCO Bulletin, October 27, 2022.

Note: 5 U.S.C. § 3304. Upon a determination that a severe shortage of highly qualified candidates exists for applicable occupations, OPM may grant DHA for those occupations. Naming conventions for occupations provided in this table reflect those in the associated DHA documentation.

**Table A.3. VA Occupations with OPM COVID-19 Direct-Hire Authority**

Occupational Series	Occupation	Date of DHA	Expiration of DHA
0080	Personnel Security Specialist	April 13, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
0086	Personnel Security Assistant	May 15, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
0201	Human Resources Specialist (Grade 12)	April 1, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
0303	Program Support Assistant	April 13, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
0303	Cemetery Representative	April 13, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
0640	Health Aide	March 23, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first

**Table A.3. VA Occupations with OPM COVID-19 Direct-Hire Authority**

Occupational Series	Occupation	Date of DHA	Expiration of DHA
0671	Health Systems Specialist	April 13, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
0690	Industrial Hygienist	April 1, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
0800	Specialty Engineer	March 23, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
0800	Supervisory Engineer	March 23, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
0800	Supervisory Specialty Engineer	March 23, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
0800	Specialty Engineer	April 1, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
0801	Supervisory Engineer	April 1, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
0809	Construction Control Representative	April 13, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
0901	Legal Administrative Specialist	March 27, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
0996	Veterans Service Representative	March 27, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
0996	Rating Veterans Service Representative	March 27, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
1102	Contract Specialist (Grades 7-9)	May 27, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
1106	Procurement Technician (Grades 5-7)	May 27, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
2606	Electronics Industrial Control Mechanic	April 13, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
2805	Electrician	March 23, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
3502	Laborer	April 1, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
4102	Painter	April 13, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
4204	Pipe Fitter	March 23, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
4206	Plumber	March 23, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first



**Table A.3. VA Occupations with OPM COVID-19 Direct-Hire Authority**

Occupational Series	Occupation	Date of DHA	Expiration of DHA
4206	Plumber	April 1, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
4607	Carpenter	March 23, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
4749	Maintenance Worker	March 23, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
4749	Maintenance Worker	April 1, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
4754	Cemetery Caretaker	April 1, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
4801	Equipment Servicer	April 13, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
5306	Air Conditioning Equipment Mechanic	March 23, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
5402	Boiler Plant Operator	March 23, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
5402	Supervisory Boiler Plant Operator	March 23, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
5415	Air Conditioning Equipment Operator	April 13, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
5716	Equipment Operator	April 13, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
7304	Laundry Worker	April 13, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
7404	Cook	April 1, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first
7408	Food Service Worker	March 23, 2020	June 30, 2023, or until such time the pandemic ends, whichever occurs first

Source: OCHCO Bulletin, June 30, 2022.

Note: Beginning on March 23, 2020, OPM approved six separate requests by VA to obtain DHA for various VHA occupations needed in response to the COVID-19 Pandemic. OPM has since extended the DHA for occupations covered by those requests, the most recent providing an extension for the listed occupations through June 30, 2023, or until such time the pandemic ends, whichever occurs first. Naming conventions for occupations in this table reflect those in the associated DHA documentation.



**Table A.4. Government-wide Occupations with Direct-Hire Authority**

Occupational Series	Occupation	Date of DHA	Expiration of DHA
0110	Economist (Grades 11-15)	May 18, 2011	October 10, 2023
0401	Biological Science (Grades 11-15)	May 18, 2011	October 10, 2023
0482	Fishery Biologist (Grades 11-15)	May 18, 2011	October 10, 2023
0801	General Engineer (Grades 11-15)	May 18, 2011	October 10, 2023
0810	Civil Engineer (Grades 11-15)	May 18, 2011	October 10, 2023
0854	Computer Engineers (Cybersecurity) (Grades 12-15)	May 18, 2011	None
0855	Electronics Engineer (Grades 12-15)	May 18, 2011	None
1102	Acquisitions (Grades 11-15)	May 18, 2011	October 10, 2023
1301, 1306, 1310, 1320	Physical Sciences (Grades 11-15)	May 18, 2011	October 10, 2023
1510	Actuary (Grades 11-15)	May 18, 2011	October 10, 2023
1520	Mathematics (Grades 11-15)	May 18, 2011	October 10, 2023
1529, 1530	Mathematical Statistician and Statistician (Grades 11-15)	May 18, 2011	October 10, 2023
1550	Computer Scientists (Cyber security) (Grades 12-15)	May 18, 2011	None
2210	IT Cybersecurity Specialist (Grades 12-15)	May 18, 2011	None

Source: VA Workforce, Management and Consulting.

## Appendix B: Occupational Series and VHA Assignment Codes Included in the Survey

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

Occupation <sup>a</sup>	Clinical or Nonclinical	Hiring Authority
0602 Medical Officer	Clinical	Title 38
0 Miscellaneous Title 38*	Clinical	Title 38
1 Anesthesiology*	Clinical	Title 38
2 Surgery*	Clinical	Title 38
3 Gynecology*	Clinical	Title 38
4 Pain Management/Physical Medicine and Rehabilitation*	Clinical	Title 38
5 Medical Oncology*	Clinical	Title 38
6 Ophthalmology*	Clinical	Title 38
7 Orthopedic Surgery*	Clinical	Title 38
8 Otolaryngology*	Clinical	Title 38
9 Plastic Surgery*	Clinical	Title 38
10 Colon & Rectal Surgery*	Clinical	Title 38
11 Thoracic Surgery*	Clinical	Title 38
12 Urology*	Clinical	Title 38
13 Physiatry*	Clinical	Title 38
16 Emergency Medicine*	Clinical	Title 38
17 Retinal Surgery*	Clinical	Title 38
18 Hematology*	Clinical	Title 38
19 Infectious Diseases*	Clinical	Title 38
20 Dermatology*	Clinical	Title 38

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

Occupation <sup>a</sup>	Clinical or Nonclinical	Hiring Authority
21 General Internal Medicine*	Clinical	Title 38
23 Allergy & Immunology*	Clinical	Title 38
25 Gastroenterology*	Clinical	Title 38
26 Pulmonary Diseases*	Clinical	Title 38
27 Nephrology*	Clinical	Title 38
28 Rheumatology*	Clinical	Title 38
29 Endocrine and Metabolism*	Clinical	Title 38
30 Neurology*	Clinical	Title 38
31 Psychiatry*	Clinical	Title 38
32 Anatomic Pathology*	Clinical	Title 38
33 Clinical Pathology*	Clinical	Title 38
34 Advanced Geriatric Fellow*	Clinical	Title 38
35 Clinical Scholar-Robert Wood Johnson*	Clinical	Title 38
36 Preventive Medicine*	Clinical	Title 38
38 Radiology-Diagnostic*	Clinical	Title 38
39 Radiology-Therapeutic*	Clinical	Title 38
40 Geriatrics*	Clinical	Title 38
41 Pain Management/Anesthesia*	Clinical	Title 38
42 Paraplegia*	Clinical	Title 38
43 Pathology*	Clinical	Title 38
44 Physical Medicine & Rehabilitation*	Clinical	Title 38
45 Radiology-Interventional*	Clinical	Title 38

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
46 Nuclear Medicine*	Clinical	Title 38
47 Research-Career Development*	Clinical	Title 38
48 Research*	Clinical	Title 38
49 Family Practice*	Clinical	Title 38
50 Admitting Physician*	Clinical	Title 38
51 Chief of Staff*	Clinical	Title 38
52 Chief of Staff Trainee*	Clinical	Title 38
53 Associate Chief of Staff-Education*	Clinical	Title 38
54 Associate Chief of Staff Resident & Development*	Clinical	Title 38
55 Director*	Clinical	Title 38
56 Physician in CO*	Clinical	Title 38
57 Physician-Admin, Other*	Clinical	Title 38
58 Assistant Chief of Staff*	Clinical	Title 38
59 Associate COS Ambulatory Care*	Clinical	Title 38
61 ACOS/Quality Assurance*	Clinical	Title 38
63 General Practice*	Clinical	Title 38
64 Executive Director*	Clinical	Title 38
67 Oral Surgery*	Clinical	Title 38
68 Periodontics*	Clinical	Title 38
CA Cardiology Non-Invasive*	Clinical	Title 38
CB Anesthesiology Pain Management*	Clinical	Title 38
CC Pain Management*	Clinical	Title 38

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

Occupation <sup>a</sup>	Clinical or Nonclinical	Hiring Authority
CE Palliative Care*	Clinical	Title 38
CF Dermatology Mohs*	Clinical	Title 38
E1 Associate Chief of Staff Extended Care*	Clinical	Title 38
E2 Associate Chief of Staff Geriatrics/Long Term Care*	Clinical	Title 38
E3 Associate Chief of Staff Men's Health/Behavioral Science*	Clinical	Title 38
E4 Cardiovascular/Thoracic Surgeon*	Clinical	Title 38
E5 Neurosurgery*	Clinical	Title 38
E6 Cardiology Non-Interventionist*	Clinical	Title 38
E7 Radiology (Nuclear)*	Clinical	Title 38
E9 Compensation/Pension*	Clinical	Title 38
F8 Director - VISN*	Clinical	Title 38
G9 Radiation Oncology*	Clinical	Title 38
H1 Psychiatry Fellow*	Clinical	Title 38
H3 Ambulatory Care Fellow*	Clinical	Title 38
H4 Palliative Care Medicine Fellow*	Clinical	Title 38
H7 Health Services Research Fellow*	Clinical	Title 38
H9 Women Veterans Health Fellow*	Clinical	Title 38
K1 Chief Consultant*	Clinical	Title 38
K3 National Qual Scholars*	Clinical	Title 38
K6 Hospitalist*	Clinical	Title 38
K8 Critical Care*	Clinical	Title 38
K9 Mohs Surgery*	Clinical	Title 38

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

Occupation <sup>a</sup>	Clinical or Nonclinical	Hiring Authority
M5 Medinfo Postdoctoral Fellow*	Clinical	Title 38
M9 Cardiology-Interventional*	Clinical	Title 38
N9 Cardiac Electrophysiology*	Clinical	Title 38
P1 Primary Care*	Clinical	Title 38
P3 Chief Med Officer VISN*	Clinical	Title 38
P4 Chief Officer In CO*	Clinical	Title 38
P5 Principle Deputy USH*	Clinical	Title 38
P6 Director Outpatient Clinic*	Clinical	Title 38
P8 Dep Chief Of Staff*	Clinical	Title 38
P9 Orthopedic*	Clinical	Title 38
Q8 Health Informatics*	Clinical	Title 38
Q9 Sleep Medicine*	Clinical	Title 38
R3 Hematology/Oncology*	Clinical	Title 38
R4 Vascular Surgery*	Clinical	Title 38
0610 Nurse	Clinical	Title 38
0 Miscellaneous Title 38†	Clinical	Title 38
71 RN, Recruiter†	Clinical	Title 38
74 RN, Infection Control†	Clinical	Title 38
75 NP-Primary Care†	Clinical	Title 38
77 RN, Researcher/Doctor†	Clinical	Title 38
79 CNS-Med/Surg†	Clinical	Title 38
80 RN/Nurse Executive†	Clinical	Title 38

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

Occupation <sup>a</sup>	Clinical or Nonclinical	Hiring Authority
81 Chief Nurse Trainee†	Clinical	Title 38
82 RN, Senior Leadership†	Clinical	Title 38
85 RN Educator†	Clinical	Title 38
86 RN, Shift Supervisor†	Clinical	Title 38
87 RN, Manager/Head Nurse†	Clinical	Title 38
88 RN Staff Nurse-Inpatient†	Clinical	Title 38
89 RN/VACO, Other†	Clinical	Title 38
91 Nurse Supervisor Surgical Service†	Clinical	Title 38
CG Nurse Practitioner Resident†	Clinical	Title 38
CJ Resource/Float Pool†	Clinical	Title 38
CL RN-VA Liaison Health†	Clinical	Title 38
CM RN Staff-Critical Care†	Clinical	Title 38
CP RN Staff- Progressive Care†	Clinical	Title 38
CQ RN Staff- Inpatient Mental Health†	Clinical	Title 38
CR RN Staff- Emergency Dept/Urgent Care†	Clinical	Title 38
CS RN Staff- Outpatient Mental Health†	Clinical	Title 38
CT RN Staff- Women's Health Clinic†	Clinical	Title 38
CU RN Staff- Domiciliary†	Clinical	Title 38
CV RN Staff-Interventional†	Clinical	Title 38
CW RN Staff- Peri-Op†	Clinical	Title 38
CX RN First Assist†	Clinical	Title 38
CY NP-Geriatrics†	Clinical	Title 38

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

Occupation <sup>a</sup>	Clinical or Nonclinical	Hiring Authority
CZ NP-Medical Specialty†	Clinical	Title 38
DA NP-Surgical Special†	Clinical	Title 38
DB NP-Joint Med/Surg†	Clinical	Title 38
E8 Deputy Nurse Executive†	Clinical	Title 38
F1 Associate Chief Nursing Service†	Clinical	Title 38
F2 RN Administrative Trainee†	Clinical	Title 38
G5 RN Facility Admin†	Clinical	Title 38
G6 RN/Program Manager/Coordinator†	Clinical	Title 38
G7 RN, Admin/Other†	Clinical	Title 38
G8 Program Manager National Facility Register/Operation Enduring Freedom-Operation Iraqi Freedom †	Clinical	Title 38
J3 RN, Clinical Analyst†	Clinical	Title 38
J4 RN/Assistant Manager/Perm Change†	Clinical	Title 38
J5 RN, VISN, Other†	Clinical	Title 38
J6 RN, Peer Advocate†	Clinical	Title 38
K4 RN Pre-Doctoral Fellow†	Clinical	Title 38
M1 RN, Administrative/Discharge Coordinator†	Clinical	Title 38
M2 RN/Case Manager/Care†	Clinical	Title 38
M3 RN, Transition Care Management Case Manager†	Clinical	Title 38
M4 RN, Federal Recovery Coordinator†	Clinical	Title 38
M5 Medinfo Postdoctoral Fellow†	Clinical	Title 38
N1 NP/Long Term Care†	Clinical	Title 38
N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	Clinical	Title 38



**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

Occupation <sup>a</sup>	Clinical or Nonclinical	Hiring Authority
N5 NP-Other†	Clinical	Title 38
N6 CNS-Outpatient†	Clinical	Title 38
N7 CNS-Long Term Care/Geriatrics†	Clinical	Title 38
N8 Clinical Nurse Specialist – Mental Health/Substance Use Disorder†	Clinical	Title 38
Q1 RN/Staff-Outpatient†	Clinical	Title 38
Q2 RN/Staff-Mixed†	Clinical	Title 38
Q3 RN-Telephone Triage†	Clinical	Title 38
Q4 RN Clinical Nurse Lead†	Clinical	Title 38
Q5 RN, Travel Nurse Corps Staff†	Clinical	Title 38
Q6 RN/Staff-Inpatient Community Living Center†	Clinical	Title 38
Q7 Charge Nurse†	Clinical	Title 38
R6 RN-Veteran Affairs Nursing Academic Partnerships Faculty†	Clinical	Title 38
S1 RN/Polytrauma Rehab†	Clinical	Title 38
S2 RN Informatics†	Clinical	Title 38
S3 RN, Preventative/Occupational Health†	Clinical	Title 38
S4 RN/Wound Care Spec†	Clinical	Title 38
S5 RN, IV Therapy†	Clinical	Title 38
S6 RN – General Clinical Consultant†	Clinical	Title 38
S7 RN/Resident†	Clinical	Title 38
0060 Chaplain	Clinical	Title 5
0101 Social Science (Title 5)	Clinical	Title 5
0102 Social Science Aid and Technician	Clinical	Title 5

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
0180 Psychology	Clinical	Title 38 Hybrid
0181 Psychology Aid and Technician	Clinical	Title 5
0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)	Clinical	Title 38 Hybrid
0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)	Clinical	Title 38 Hybrid
0184 Sociology	Clinical	Title 5
0185 Social Work	Clinical	Title 38 Hybrid
0186 Social Services Aid and Assistant	Clinical	Title 5
0187 Social Services	Clinical	Title 5
0188 Recreation Specialist	Clinical	Title 5
0189 Recreation Aid and Assistant	Clinical	Title 5
0199 Social Science Student Trainee	Clinical	Title 5
0440 Genetics	Clinical	Title 5
0601 General Health Science (Title 5)	Clinical	Title 5
0601 General Health Science/Acupuncturist	Clinical	Title 38 Hybrid
0601 General Health Science/Blind Rehab	Clinical	Title 38 Hybrid
0601 General Health Science/Chiropractor	Clinical	Title 38
0601 General Health Science/Expanded Dental Function	Clinical	Title 38
0601 General Health Science/Genetic Counselor	Clinical	Title 38 Hybrid
0601 General Health Science/Nuclear Medicine Technologist	Clinical	Title 38 Hybrid
0601 General Health Science/Registered Respiratory Therapist	Clinical	Title 38 Hybrid
0601 General Health Science/Therapeutic Medical Physicist	Clinical	Title 38 Hybrid

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

Occupation <sup>a</sup>	Clinical or Nonclinical	Hiring Authority
0601 General Health Science/Cytotechnologist	Clinical	Title 38 Hybrid
0601 General Health Science/Histopathology Technologist	Clinical	Title 38 Hybrid
0601 General Health Science/Clinical Perfusionist	Clinical	Title 38 Hybrid
0603 Physician's Assistant	Clinical	Title 38
0605 Nurse Anesthetist	Clinical	Title 38
0620 Practical Nurse	Clinical	Title 38 Hybrid
0621 Nursing Assistant	Clinical	Title 38 Hybrid
0630 Dietitian and Nutritionist	Clinical	Title 38 Hybrid
0631 Occupational Therapist	Clinical	Title 38 Hybrid
0633 Physical Therapist	Clinical	Title 38 Hybrid
0635 Corrective Therapist	Clinical	Title 38 Hybrid
0636 Rehabilitation Therapy Assistant (Title 5)	Clinical	Title 5
0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant	Clinical	Title 38 Hybrid
0638 Recreation/Creative Arts Therapist	Clinical	Title 5
0640 Health Aid and Technician (Title 5)	Clinical	Title 5
0640 Health Aid and Technician/Certified Respiratory Therapist	Clinical	Title 38 Hybrid
0640 Health Aid and Technician/Telehealth	Clinical	Title 38 Hybrid
0640 Health Aid and Technician/Massage Therapy	Clinical	Title 38 Hybrid
0640 Health Aid and Technician/Optometry	Clinical	Title 38 Hybrid
0640 Health Aid and Technician/Ophthalmology	Clinical	Title 38 Hybrid
0640 Health Aid and Technician/Eye Care	Clinical	Title 38 Hybrid
0642 Nuclear Medicine Technician	Clinical	Title 5

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

Occupation <sup>a</sup>	Clinical or Nonclinical	Hiring Authority
0644 Medical Technologist	Clinical	Title 38 Hybrid
0645 Medical Technician	Clinical	Title 5
0646 Pathology Technician (Title 5)	Clinical	Title 5
0646 Pathology Technician/Histopathology	Clinical	Title 38 Hybrid
0647 Diagnostic Radiologic Technologist	Clinical	Title 38 Hybrid
0648 Therapeutic Radiologic Technologist	Clinical	Title 38 Hybrid
0649 Medical Instrument Technician	Clinical	Title 38 Hybrid
0651 Respiratory Therapist	Clinical	Title 5
0660 Pharmacist	Clinical	Title 38 Hybrid
0661 Pharmacy Technician	Clinical	Title 38 Hybrid
0662 Optometrist	Clinical	Title 38
0665 Speech Pathology and Audiology	Clinical	Title 38 Hybrid
0667 Orthotist and Prosthetist	Clinical	Title 38 Hybrid
0668 Podiatrist	Clinical	Title 38
0680 Dental Officer	Clinical	Title 38
0681 Dental Assistant	Clinical	Title 38 Hybrid
0682 Dental Hygiene	Clinical	Title 38 Hybrid
0683 Dental Laboratory Aid and Technician	Clinical	Title 5
0699 Medical and Health Student Trainee	Clinical	Title 5
1301 General Physical Science	Clinical	Title 5
1306 Health Physics	Clinical	Title 5
1310 Physics	Clinical	Title 5

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
1311 Physical Science Technician	Clinical	Title 5
1320 Chemistry	Clinical	Title 5
1715 Vocational Rehabilitation	Clinical	Title 5
0018 Safety and Occupational Health Management	Nonclinical	Title 5
0019 Safety Technician	Nonclinical	Title 5
0028 Environmental Protection Specialist	Nonclinical	Title 5
0080 Security Administration	Nonclinical	Title 5
0081 Fire Protection and Prevention	Nonclinical	Title 5
0083 Police	Nonclinical	Title 5
0085 Security Guard	Nonclinical	Title 5
0086 Security Clerical and Assistance	Nonclinical	Title 5
0089 Emergency Management	Nonclinical	Title 5
0110 Economist	Nonclinical	Title 5
0150 Geographer	Nonclinical	Title 5
0170 History	Nonclinical	Title 5
0190 General Anthropology	Nonclinical	Title 38 Hybrid
0193 Archeology	Nonclinical	Title 5
0201 Human Resources Management	Nonclinical	Title 5
0203 Human Resources Assistance	Nonclinical	Title 5
0260 Equal Employment Opportunity	Nonclinical	Title 5
0299 Human Resources Management Student Trainee	Nonclinical	Title 5
0301 Miscellaneous Administration and Program	Nonclinical	Title 5

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

Occupation <sup>a</sup>	Clinical or Nonclinical	Hiring Authority
0302 Messenger	Nonclinical	Title 5
0303 Miscellaneous Clerk and Assistant	Nonclinical	Title 5
0304 Information Receptionist	Nonclinical	Title 5
0305 Mail and File	Nonclinical	Title 5
0306 Government Information Specialist	Nonclinical	Title 5
0308 Records and Information Management	Nonclinical	Title 5
0309 Correspondence Clerk	Nonclinical	Title 5
0313 Work Unit Supervising	Nonclinical	Title 5
0318 Secretary	Nonclinical	Title 5
0322 Clerk-Typist	Nonclinical	Title 5
0326 Office Automation Clerical and Assistance	Nonclinical	Title 5
0332 Computer Operation	Nonclinical	Title 5
0335 Computer Clerk and Assistant	Nonclinical	Title 5
0340 Program Management	Nonclinical	Title 5
0341 Administrative Officer	Nonclinical	Title 5
0342 Support Services Administration	Nonclinical	Title 5
0343 Management and Program Analysis	Nonclinical	Title 5
0344 Management and Program Clerical and Assistance	Nonclinical	Title 5
0346 Logistics Management	Nonclinical	Title 5
0350 Equipment Operator	Nonclinical	Title 5
0356 Data Transcriber	Nonclinical	Title 5
0361 Equal Opportunity Assistance	Nonclinical	Title 5

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
0382 Telephone Operating	Nonclinical	Title 5
0390 Telecommunications Processing	Nonclinical	Title 5
0391 Telecommunications	Nonclinical	Title 5
0392 General Telecommunications	Nonclinical	Title 5
0394 Communications Clerical	Nonclinical	Title 5
0399 Administration and Office Support Student Trainee	Nonclinical	Title 5
0401 General Biological Science	Nonclinical	Title 5
0403 Microbiology	Nonclinical	Title 5
0404 Biological Science Technician	Nonclinical	Title 5
0405 Pharmacology	Nonclinical	Title 5
0413 Physiology	Nonclinical	Title 5
0415 Toxicology	Nonclinical	Title 5
0437 Horticulture	Nonclinical	Title 5
0499 Biological Science Student Trainee	Nonclinical	Title 5
0501 Financial Administration and Program	Nonclinical	Title 5
0503 Financial Clerical and Assistance	Nonclinical	Title 5
0505 Financial Management	Nonclinical	Title 5
0510 Accounting	Nonclinical	Title 5
0511 Auditing	Nonclinical	Title 5
0525 Accounting Technician	Nonclinical	Title 5
0530 Cash Processing	Nonclinical	Title 5
0540 Voucher Examining	Nonclinical	Title 5

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
0544 Civilian Pay	Nonclinical	Title 5
0560 Budget Analysis	Nonclinical	Title 5
0561 Budget Clerical and Assistance	Nonclinical	Title 5
0593 Insurance Accounts	Nonclinical	Title 5
0599 Financial Management Student Trainee	Nonclinical	Title 5
0622 Medical Supply Aide and Technician	Nonclinical	Title 5
0622 Medical Supply Aide and Technician/Sterile Processing	Nonclinical	Title 38 Hybrid
0625 Autopsy Assistant	Nonclinical	Title 5
0637 Manual Arts Therapist	Nonclinical	Title 5
0669 Medical Records Administration	Nonclinical	Title 38 Hybrid
0670 Health System Administration	Nonclinical	Title 5
0671 Health System Specialist	Nonclinical	Title 5
0672 Prosthetic Representative	Nonclinical	Title 38 Hybrid
0673 Hospital Housekeeping Management	Nonclinical	Title 5
0675 Medical Records Technician	Nonclinical	Title 38 Hybrid
0679 Medical Support Assistance	Nonclinical	Title 38 Hybrid
0690 Industrial Hygiene	Nonclinical	Title 5
0698 Environmental Health Technician	Nonclinical	Title 5
0701 Veterinary Medical Science	Nonclinical	Title 5
0704 Animal Health Technician	Nonclinical	Title 5
0801 General Engineering	Nonclinical	Title 5
0802 Engineering Technician	Nonclinical	Title 5



**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

Occupation <sup>a</sup>	Clinical or Nonclinical	Hiring Authority
0803 Safety Engineering	Nonclinical	Title 5
0804 Fire Protection Engineering	Nonclinical	Title 5
0807 Landscape Architecture	Nonclinical	Title 5
0808 Architecture	Nonclinical	Title 5
0809 Construction Control	Nonclinical	Title 5
0810 Civil Engineering	Nonclinical	Title 5
0819 Environmental Engineering	Nonclinical	Title 5
0830 Mechanical Engineering	Nonclinical	Title 5
0850 Electrical Engineering	Nonclinical	Title 5
0854 Computer Engineering	Nonclinical	Title 5
0855 Electronics Engineering	Nonclinical	Title 5
0856 Electronics Technician	Nonclinical	Title 5
0858 Biomedical Engineering	Nonclinical	Title 38 Hybrid
0895 Industrial Engineering Technical	Nonclinical	Title 5
0896 Industrial Engineering	Nonclinical	Title 5
0899 Engineering and Architecture Student Trainee	Nonclinical	Title 5
0901 General Legal and Kindred Administration	Nonclinical	Title 5
0905 General Attorney	Nonclinical	Title 5
0950 Paralegal Specialist	Nonclinical	Title 5
0962 Contact Representative	Nonclinical	Title 5
0986 Legal Assistance	Nonclinical	Title 5
0996 Veterans Claims Examining	Nonclinical	Title 5

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
0998 Claims Assistance and Examining	Nonclinical	Title 5
0999 Legal Occupations Student Trainee	Nonclinical	Title 5
1001 General Arts and Information	Nonclinical	Title 5
1008 Interior Design	Nonclinical	Title 5
1020 Illustrating	Nonclinical	Title 5
1035 Public Affairs	Nonclinical	Title 5
1040 Language Specialist	Nonclinical	Title 5
1060 Photography	Nonclinical	Title 5
1071 Audiovisual Production	Nonclinical	Title 5
1082 Writing and Editing	Nonclinical	Title 5
1083 Technical Writing and Editing	Nonclinical	Title 5
1084 Visual Information	Nonclinical	Title 5
1087 Editorial Assistance	Nonclinical	Title 5
1099 Information and Arts Student Trainee	Nonclinical	Title 5
1101 General Business and Industry	Nonclinical	Title 5
1102 Contracting	Nonclinical	Title 5
1104 Property Disposal	Nonclinical	Title 5
1105 Purchasing	Nonclinical	Title 5
1106 Procurement Clerical and Technician	Nonclinical	Title 5
1107 Property Disposal Clerical and Technician	Nonclinical	Title 5
1109 Grants Management	Nonclinical	Title 5
1152 Production Control	Nonclinical	Title 5

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

<b>Occupation<sup>a</sup></b>	<b>Clinical or Nonclinical</b>	<b>Hiring Authority</b>
1160 Financial Analysis	Nonclinical	Title 5
1170 Realty	Nonclinical	Title 5
1173 Housing Management	Nonclinical	Title 5
1176 Building Management	Nonclinical	Title 5
1199 Business and Industry Student Trainee	Nonclinical	Title 5
1410 Librarian	Nonclinical	Title 5
1411 Library Technician	Nonclinical	Title 5
1412 Technical Information Services	Nonclinical	Title 5
1499 Library and Archives Student Trainee	Nonclinical	Title 5
1515 Operations Research	Nonclinical	Title 5
1520 Mathematics	Nonclinical	Title 5
1529 Mathematical Statistician	Nonclinical	Title 5
1530 Statistician	Nonclinical	Title 5
1531 Statistical Assistant	Nonclinical	Title 5
1550 Computer Science	Nonclinical	Title 5
1560 Data Scientist	Nonclinical	Title 5
1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	Nonclinical	Title 38 Hybrid
1601 General Facilities and Equipment (Title 5)	Nonclinical	Title 5
1603 Equipment, Facilities, and Service Assistance	Nonclinical	Title 5
1640 Facility Management	Nonclinical	Title 5
1654 Printing Management	Nonclinical	Title 5
1658 Laundry and Dry Cleaning Plant Management	Nonclinical	Title 5

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

Occupation <sup>a</sup>	Clinical or Nonclinical	Hiring Authority
1667 Steward	Nonclinical	Title 5
1670 Equipment Specialist	Nonclinical	Title 5
1699 Equipment and Facilities Management Student Trainee	Nonclinical	Title 5
1701 General Education and Training	Nonclinical	Title 5
1702 Education and Training Technician	Nonclinical	Title 5
1710 Education and Vocational Training	Nonclinical	Title 5
1712 Training Instruction	Nonclinical	Title 5
1720 Education Program	Nonclinical	Title 5
1725 Public Health Educator	Nonclinical	Title 5
1740 Education Services	Nonclinical	Title 5
1750 Instructional Systems	Nonclinical	Title 5
1810 General Investigating	Nonclinical	Title 5
1811 Criminal Investigating	Nonclinical	Title 5
1910 Quality Assurance	Nonclinical	Title 5
2001 General Supply	Nonclinical	Title 5
2003 Supply Program Management	Nonclinical	Title 5
2005 Supply Clerical and Technician	Nonclinical	Title 5
2010 Inventory Management	Nonclinical	Title 5
2030 Distribution Facilities and Storage Management	Nonclinical	Title 5
2091 Sales Store Clerical	Nonclinical	Title 5
2099 Supply Student Trainee	Nonclinical	Title 5
2101 Transportation Specialist	Nonclinical	Title 5

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

Occupation <sup>a</sup>	Clinical or Nonclinical	Hiring Authority
2102 Transportation Clerk and Assistant	Nonclinical	Title 5
2130 Traffic Management	Nonclinical	Title 5
2151 Dispatching	Nonclinical	Title 5
2210 Information Technology Management	Nonclinical	Title 5
2299 Information Technology Student Trainee	Nonclinical	Title 5
2502 Telecommunications Mechanic	Nonclinical	Wage Grade‡
2604 Electronics Mechanic	Nonclinical	Wage Grade‡
2606 Electronic Industrial Controls Mechanic	Nonclinical	Wage Grade‡
2608 Digital Computer Mechanic	Nonclinical	Wage Grade‡
2610 Electronic Integrated Systems Mechanic	Nonclinical	Wage Grade‡
2614 Electronics Mechanic (Abolished)	Nonclinical	Wage Grade‡
2805 Electrician	Nonclinical	Wage Grade‡
2810 Electrician (High Voltage)	Nonclinical	Wage Grade‡
2854 Electrical Equipment Repairer	Nonclinical	Wage Grade‡
3105 Fabric Working	Nonclinical	Title 5
3111 Sewing Machine Operating	Nonclinical	Wage Grade‡
3359 Instrument Mechanic	Nonclinical	Wage Grade‡
3414 Machining	Nonclinical	Wage Grade‡
3502 Laboring	Nonclinical	Wage Grade‡
3511 Laboratory Working	Nonclinical	Wage Grade‡
3566 Custodial Worker	Nonclinical	Wage Grade‡
3601 Miscellaneous Structural & Finishing Work	Nonclinical	Wage Grade‡

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

Occupation <sup>a</sup>	Clinical or Nonclinical	Hiring Authority
3603 Masonry	Nonclinical	Wage Grade‡
3604 Tile Setting	Nonclinical	Wage Grade‡
3605 Plastering	Nonclinical	Wage Grade‡
3610 Insulating	Nonclinical	Wage Grade‡
3703 Welding	Nonclinical	Wage Grade‡
3806 Sheet Metal Mechanic	Nonclinical	Wage Grade‡
4010 Prescription Eyeglass Making	Nonclinical	Wage Grade‡
4101 Painting & Paper Hanging	Nonclinical	Wage Grade‡
4102 Painting	Nonclinical	Wage Grade‡
4104 Sign Painting	Nonclinical	Wage Grade‡
4204 Pipefitting	Nonclinical	Wage Grade‡
4206 Plumbing	Nonclinical	Wage Grade‡
4352 Plastic Fabricating	Nonclinical	Wage Grade‡
4417 Offset Press Operating	Nonclinical	Title 5
4605 Wood Crafting	Nonclinical	Wage Grade‡
4607 Carpenter	Nonclinical	Wage Grade‡
4701 Miscellaneous General Maintenance and Operations Work	Nonclinical	Wage Grade‡
4737 General Equipment Mechanic	Nonclinical	Wage Grade‡
4742 Utility Systems Repairer-Operator	Nonclinical	Wage Grade‡
4749 Maintenance Mechanic	Nonclinical	Wage Grade‡
4801 Miscellaneous General Equipment Maintenance	Nonclinical	Wage Grade‡
4804 Locksmithing	Nonclinical	Wage Grade‡

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

Occupation <sup>a</sup>	Clinical or Nonclinical	Hiring Authority
4805 Medical Equipment Repairing	Nonclinical	Wage Grade‡
5003 Gardening	Nonclinical	Wage Grade‡
5026 Pest Controller	Nonclinical	Wage Grade‡
5048 Animal Caretaking	Nonclinical	Wage Grade‡
5301 Miscellaneous Industrial Equipment Maintenance	Nonclinical	Wage Grade‡
5306 Air Conditioning Equipment Mechanic	Nonclinical	Wage Grade‡
5309 Heating and Boiler Plant Equipment Mechanic	Nonclinical	Wage Grade‡
5313 Elevator Mechanic	Nonclinical	Wage Grade‡
5317 Laundry and Dry Cleaning Equipment Repairing	Nonclinical	Wage Grade‡
5352 Industrial Equipment Mechanic	Nonclinical	Wage Grade‡
5378 Powered Support Systems Mechanic	Nonclinical	Title 5
5402 Boiler Plant Operator	Nonclinical	Wage Grade‡
5406 Utility Systems Operator	Nonclinical	Wage Grade‡
5407 Electric Power Controlling	Nonclinical	Title 5
5408 Wastewater Treatment Plant Operator	Nonclinical	Wage Grade‡
5409 Water Treatment Plant Operator	Nonclinical	Wage Grade‡
5415 Air Conditioning Equipment Operator	Nonclinical	Wage Grade‡
5703 Motor Vehicle Operator	Nonclinical	Wage Grade‡
5705 Tractor Operator	Nonclinical	Wage Grade‡
5716 Engineering Equipment Operating	Nonclinical	Wage Grade‡
5803 Heavy Mobile Equipment Mechanic	Nonclinical	Wage Grade‡
5806 Mobile Equipment Servicing	Nonclinical	Wage Grade‡

**Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey**

Occupation <sup>a</sup>	Clinical or Nonclinical	Hiring Authority
5823 Automotive Mechanic	Nonclinical	Wage Grade‡
6904 Tools and Parts Attending	Nonclinical	Wage Grade‡
6907 Materials Handler	Nonclinical	Wage Grade‡
6913 Hazardous Waste Disposer	Nonclinical	Wage Grade‡
7301 Miscellaneous Laundry, Dry Cleaning, and Pressing	Nonclinical	Wage Grade‡
7304 Laundry Working	Nonclinical	Wage Grade‡
7305 Laundry Machine Operating	Nonclinical	Wage Grade‡
7401 Miscellaneous Food Preparation and Serving	Nonclinical	Wage Grade‡
7402 Baking	Nonclinical	Title 5
7404 Cook	Nonclinical	Wage Grade‡
7408 Food Service Worker	Nonclinical	Wage Grade‡
7601 Miscellaneous Personal Services	Nonclinical	Wage Grade‡

Source: OIG FY 2023 staffing survey.

<sup>a</sup> The \* denotes assignment codes within the Medical Officer occupational series; the † denotes assignment codes within the Nurse occupational series.

‡ Wage Grade refers to the pay plan for the given Federal Wage System occupation, regulated under Title 5.



## Appendix C: Facility-Specific Severe Occupational Staffing Shortages

In reading the tables in this appendix, please note the following:

- Responses to the OIG's FY 2023 staffing survey by VHA-identified points of contact at each facility were the source of this information.
- The OIG did not assess the validity of VHA's data.
- 0602 Medical Officer and associated VHA assignment codes are identified with an \*.
- 0610 Nurse and associated VHA assignment codes are identified with a †.

**Table C.1. Facility-Specific Severe Occupational Staffing Shortages Togus VA Medical Center in Augusta, Maine (VISN 1, Station 402)**

Clinical or Nonclinical	Occupation
Clinical	0101 Social Science (Title 5)
	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0621 Nursing Assistant
	0633 Physical Therapist
	0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant
	0644 Medical Technologist
	0645 Medical Technician
	0646 Pathology Technician (Title 5)
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0665 Speech Pathology and Audiology
	0680 Dental Officer

**Table C.1. Facility-Specific Severe Occupational Staffing Shortages Togus VA  
Medical Center in Augusta, Maine  
(VISN 1, Station 402)**

Clinical or Nonclinical	Occupation
	12 Urology*
	25 Gastroenterology*
	26 Pulmonary Diseases*
	30 Neurology*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	7 Orthopedic Surgery*
	CA Cardiology Non-Invasive*
	E6 Cardiology Non-Interventionist*
	88 RN Staff Nurse-Inpatient†
	CQ RN Staff- Inpatient Mental Health†
	CS RN Staff- Outpatient Mental Health†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police
	0301 Miscellaneous Administration and Program
	0318 Secretary
	0675 Medical Records Technician
	0679 Medical Support Assistance
	0801 General Engineering
	1105 Purchasing
	2805 Electrician

**Table C.1. Facility-Specific Severe Occupational Staffing Shortages Togus VA  
Medical Center in Augusta, Maine  
(VISN 1, Station 402)**

Clinical or Nonclinical	Occupation
	2810 Electrician (High Voltage)
	3566 Custodial Worker
	5306 Air Conditioning Equipment Mechanic
	5703 Motor Vehicle Operator
	7404 Cook
	7408 Food Service Worker

**Table C.2. Facility-Specific Severe Occupational Staffing Shortages White River Junction VA Medical Center in Vermont (VISN 1, Station 405)**

Clinical or Nonclinical	Occupation
Clinical	0661 Pharmacy Technician
	1 Anesthesiology*
	20 Dermatology*
	30 Neurology*
	45 Radiology-Interventional*
	7 Orthopedic Surgery*
	88 RN Staff Nurse-Inpatient†
	CW RN Staff- Peri-Op†
Nonclinical	0083 Police
	0318 Secretary
	0679 Medical Support Assistance
	2102 Transportation Clerk and Assistant
	3566 Custodial Worker
	5402 Boiler Plant Operator
	5703 Motor Vehicle Operator
	7408 Food Service Worker

**Table C.3. Facility-Specific Severe Occupational Staffing Shortages Edith Nourse Rogers Memorial Veterans' Hospital in Bedford, Massachusetts (VISN 1, Station 518)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0601 General Health Science (Title 5)
	0620 Practical Nurse
	0621 Nursing Assistant
	0636 Rehabilitation Therapy Assistant (Title 5)
	0682 Dental Hygiene
Nonclinical	0303 Miscellaneous Clerk and Assistant
	0679 Medical Support Assistance
	2805 Electrician
	3566 Custodial Worker
	4749 Maintenance Mechanic
	6907 Materials Handler
	7408 Food Service Worker

**Table C.4. Facility-Specific Severe Occupational Staffing Shortages Jamaica Plain VA Medical Center in Boston, Massachusetts (VISN 1, Station 523)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0601 General Health Science (Title 5)
	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	0649 Medical Instrument Technician
	20 Dermatology*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	42 Paraplegia*
	R3 Hematology/Oncology*
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CQ RN Staff- Inpatient Mental Health†
	CR RN Staff- Emergency Dept/Urgent Care†
	J4 RN/Assistant Manager/Perm Change†
Nonclinical	0018 Safety and Occupational Health Management
	0083 Police
	0303 Miscellaneous Clerk and Assistant
	0671 Health System Specialist

**Table C.4. Facility-Specific Severe Occupational Staffing Shortages Jamaica  
Plain VA Medical Center in Boston, Massachusetts  
(VISN 1, Station 523)**

Clinical or Nonclinical	Occupation
	0679 Medical Support Assistance
	0801 General Engineering
	0809 Construction Control
	0856 Electronics Technician
	4204 Pipefitting
	5402 Boiler Plant Operator
	7408 Food Service Worker

**Table C.5. Facility-Specific Severe Occupational Staffing Shortages Manchester  
VA Medical Center in New Hampshire  
(VISN 1, Station 608)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0601 General Health Science/Registered Respiratory Therapist
	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	0649 Medical Instrument Technician
	0602 Medical Officer
	0610 Nurse
Nonclinical	0525 Accounting Technician
	0622 Medical Supply Aide and Technician
	0801 General Engineering
	0858 Biomedical Engineering
	2805 Electrician
	3566 Custodial Worker
	4204 Pipefitting
	4749 Maintenance Mechanic
	5306 Air Conditioning Equipment Mechanic
	5703 Motor Vehicle Operator
	7408 Food Service Worker



**Table C.6. Facility-Specific Severe Occupational Staffing Shortages Edward P. Boland VA Medical Center in Leeds, Massachusetts (VISN 1, Station 631)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0621 Nursing Assistant
	0660 Pharmacist
	0661 Pharmacy Technician
	0681 Dental Assistant
Nonclinical	0679 Medical Support Assistance
	0801 General Engineering
	2805 Electrician
	3566 Custodial Worker
	5306 Air Conditioning Equipment Mechanic
	7408 Food Service Worker

**Table C.7. Facility-Specific Severe Occupational Staffing Shortages Providence  
VA Medical Center in Rhode Island (VISN 1, Station 650)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
	0630 Dietitian and Nutritionist
	0631 Occupational Therapist
	0633 Physical Therapist
	0640 Health Aid and Technician/Certified Respiratory Therapist
	0644 Medical Technologist
	0645 Medical Technician
	0646 Pathology Technician/Histopathology
	0647 Diagnostic Radiologic Technologist
	0651 Respiratory Therapist
	0660 Pharmacist
	0661 Pharmacy Technician
	0680 Dental Officer
	0681 Dental Assistant
	0682 Dental Hygiene
	1 Anesthesiology*
	12 Urology*
	16 Emergency Medicine*
	20 Dermatology*
	21 General Internal Medicine*
	25 Gastroenterology*

**Table C.7. Facility-Specific Severe Occupational Staffing Shortages Providence  
VA Medical Center in Rhode Island (VISN 1, Station 650)**

Clinical or Nonclinical	Occupation
	27 Nephrology*
	31 Psychiatry*
	32 Anatomic Pathology*
	38 Radiology-Diagnostic*
	40 Geriatrics*
	7 Orthopedic Surgery*
	9 Plastic Surgery*
	CB Anesthesiology Pain Management*
	E7 Radiology (Nuclear)*
	K6 Hospitalist*
	P1 Primary Care*
	P9 Orthopedic*
	R4 Vascular Surgery*
	88 RN Staff Nurse-Inpatient†
	CG Nurse Practitioner Resident†
	CJ Resource/Float Pool†
	CQ RN Staff- Inpatient Mental Health†
	CR RN Staff- Emergency Dept/Urgent Care†
	CY NP-Geriatrics†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	Q1 RN/Staff-Outpatient†
	Q2 RN/Staff-Mixed†

**Table C.7. Facility-Specific Severe Occupational Staffing Shortages Providence  
VA Medical Center in Rhode Island (VISN 1, Station 650)**

Clinical or Nonclinical	Occupation
Nonclinical	0083 Police
	0501 Financial Administration and Program
	0510 Accounting
	0679 Medical Support Assistance
	0801 General Engineering
	0808 Architecture
	0810 Civil Engineering
	2805 Electrician
	3502 Laboring
	3566 Custodial Worker
	4204 Pipefitting
	4206 Plumbing
	5306 Air Conditioning Equipment Mechanic
	5309 Heating and Boiler Plant Equipment Mechanic
	7404 Cook
	7408 Food Service Worker

**Table C.8. Facility-Specific Severe Occupational Staffing Shortages West Haven  
VA Medical Center in Connecticut  
(VISN 1, Station 689)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0601 General Health Science (Title 5)
	0601 General Health Science/Blind Rehab
	0601 General Health Science/Histopathology Technologist
	0620 Practical Nurse
	0621 Nursing Assistant
	0630 Dietitian and Nutritionist
	0644 Medical Technologist
	0645 Medical Technician
	0661 Pharmacy Technician
	0602 Medical Officer
	32 Anatomic Pathology*
	P1 Primary Care*
	0610 Nurse
	75 NP-Primary Care†
	CG Nurse Practitioner Resident†
Nonclinical	0679 Medical Support Assistance
	3566 Custodial Worker
	7404 Cook
	7408 Food Service Worker

Table C.9. Facility-Specific Severe Occupational Staffing Shortages James J. Peters VA Medical Center in Bronx, New York (VISN 2, Station 526)

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0610 Nurse
Nonclinical	0679 Medical Support Assistance
	1105 Purchasing
	2005 Supply Clerical and Technician
	2010 Inventory Management
	3566 Custodial Worker

**Table C.10. Shortages for the Buffalo VA Medical Center in New York  
(VISN 2, Station 528)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	0645 Medical Technician
	1 Anesthesiology*
	12 Urology*
	18 Hematology*
	2 Surgery*
	25 Gastroenterology*
	6 Ophthalmology*
	M9 Cardiology-Interventional*
	R3 Hematology/Oncology*
	R4 Vascular Surgery*
	0 Miscellaneous Title 38†
	88 RN Staff Nurse-Inpatient†
	CJ Resource/Float Pool†
	CM RN Staff-Critical Care†
	Q2 RN/Staff-Mixed†
Nonclinical	0083 Police
	0622 Medical Supply Aide and Technician/Sterile Processing
	0675 Medical Records Technician
	0679 Medical Support Assistance

**Table C.10. Shortages for the Buffalo VA Medical Center in New York  
(VISN 2, Station 528)**

Clinical or Nonclinical	Occupation
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	3566 Custodial Worker
	7404 Cook
	7408 Food Service Worker



**Table C.11. Facility-Specific Severe Occupational Staffing Shortages VA Finger Lakes Health Care System in Bath, New York (VISN 2, Station 528A6)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0186 Social Services Aid and Assistant
	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0680 Dental Officer
	0682 Dental Hygiene
	0602 Medical Officer
	0610 Nurse
Nonclinical	0081 Fire Protection and Prevention
	0083 Police
	0086 Security Clerical and Assistance
	0622 Medical Supply Aide and Technician/Sterile Processing
	0679 Medical Support Assistance
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.12. Facility-Specific Severe Occupational Staffing Shortages Syracuse  
VA Medical Center in New York  
(VISN 2, Station 528A7)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0605 Nurse Anesthetist
	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	1 Anesthesiology*
	2 Surgery*
	20 Dermatology*
	26 Pulmonary Diseases*
	29 Endocrine and Metabolism*
	7 Orthopedic Surgery*
	R3 Hematology/Oncology*
	88 RN Staff Nurse-Inpatient†
Nonclinical	0083 Police
	0622 Medical Supply Aide and Technician/Sterile Processing
	0679 Medical Support Assistance
	0801 General Engineering
	2005 Supply Clerical and Technician
	2805 Electrician
	3566 Custodial Worker
	5306 Air Conditioning Equipment Mechanic

**Table C.12. Facility-Specific Severe Occupational Staffing Shortages Syracuse  
VA Medical Center in New York  
(VISN 2, Station 528A7)**

Clinical or Nonclinical	Occupation
	7408 Food Service Worker

**Table C.13. Facility-Specific Severe Occupational Staffing Shortages Samuel S. Stratton VA Medical Center in Albany, New York (VISN 2, Station 528A8)**

Clinical or Nonclinical	Occupation
Clinical	0621 Nursing Assistant
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0668 Podiatrist
	1 Anesthesiology*
	31 Psychiatry*
	P1 Primary Care*
	0610 Nurse
	75 NP-Primary Care†
	CJ Resource/Float Pool†
	CR RN Staff- Emergency Dept/Urgent Care†
	CW RN Staff- Peri-Op†
	Q1 RN/Staff-Outpatient†
Nonclinical	0083 Police
	0679 Medical Support Assistance
	0801 General Engineering
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.14. Facility-Specific Severe Occupational Staffing Shortages East Orange VA Medical Center in New Jersey (VISN 2, Station 561)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0603 Physician's Assistant
	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician/Telehealth
	0647 Diagnostic Radiologic Technologist
	0660 Pharmacist
	0661 Pharmacy Technician
	0668 Podiatrist
	25 Gastroenterology*
	31 Psychiatry*
	5 Medical Oncology*
	7 Orthopedic Surgery*
	9 Plastic Surgery*
	P1 Primary Care*
	R4 Vascular Surgery*
	88 RN Staff Nurse-Inpatient†
	CQ RN Staff- Inpatient Mental Health†
	CR RN Staff- Emergency Dept/Urgent Care†
Nonclinical	0083 Police
	0086 Security Clerical and Assistance
	0622 Medical Supply Aide and Technician

**Table C.14. Facility-Specific Severe Occupational Staffing Shortages East  
Orange VA Medical Center in New Jersey (VISN 2, Station 561)**

Clinical or Nonclinical	Occupation
	0675 Medical Records Technician
	0679 Medical Support Assistance
	0801 General Engineering
	3566 Custodial Worker
	4749 Maintenance Mechanic
	5306 Air Conditioning Equipment Mechanic
	5703 Motor Vehicle Operator
	7404 Cook

**Table C.15. Facility-Specific Severe Occupational Staffing Shortages Franklin Delano Roosevelt Hospital in Montrose, New York (VISN 2, Station 620)**

Clinical or Nonclinical	Occupation
Clinical	2 Surgery*
	20 Dermatology*
	30 Neurology*
	7 Orthopedic Surgery*
	0610 Nurse
Nonclinical	0510 Accounting
	0622 Medical Supply Aide and Technician/Sterile Processing
	4742 Utility Systems Repairer-Operator
	5402 Boiler Plant Operator
	5415 Air Conditioning Equipment Operator

**Table C.16. Facility-Specific Severe Occupational Staffing Shortages Margaret Cochran Corbin VA Campus in New York, New York (VISN 2, Station 630)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0610 Nurse
	CM RN Staff-Critical Care†
Nonclinical	0083 Police
	0622 Medical Supply Aide and Technician/Sterile Processing
	0675 Medical Records Technician
	0679 Medical Support Assistance
	2005 Supply Clerical and Technician
	2805 Electrician
	3566 Custodial Worker
	6907 Materials Handler



**Table C.17. Facility-Specific Severe Occupational Staffing Shortages Northport  
VA Medical Center in New York  
(VISN 2, Station 632)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0621 Nursing Assistant
	30 Neurology*
	0610 Nurse
	CZ NP-Medical Specialty†
Nonclinical	0679 Medical Support Assistance
	3566 Custodial Worker
	4749 Maintenance Mechanic

**Table C.18. Facility-Specific Severe Occupational Staffing Shortages  
Wilmington VA Medical Center in Delaware  
(VISN 4, Station 460)**

Clinical or Nonclinical	Occupation
Clinical	0102 Social Science Aid and Technician
	0181 Psychology Aid and Technician
	0185 Social Work
	0601 General Health Science/Registered Respiratory Therapist
	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	0645 Medical Technician
	0668 Podiatrist
	1715 Vocational Rehabilitation
	0610 Nurse
Nonclinical	0083 Police
	0525 Accounting Technician
	0679 Medical Support Assistance
	0801 General Engineering
	0858 Biomedical Engineering
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)

**Table C.19. Facility-Specific Severe Occupational Staffing Shortages James E. Van Zandt VA Medical Center in Altoona, Pennsylvania (VISN 4, Station 503)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0644 Medical Technologist
	0660 Pharmacist
	0602 Medical Officer
	31 Psychiatry*
	0610 Nurse
Nonclinical	0083 Police
	0679 Medical Support Assistance
	1105 Purchasing
	3566 Custodial Worker

**Table C.20. Facility-Specific Severe Occupational Staffing Shortages Butler VA  
Medical Center in Pennsylvania  
(VISN 4, Station 529A4)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	31 Psychiatry*
	38 Radiology-Diagnostic*
	6 Ophthalmology*
	P1 Primary Care*
	N5 NP-Other†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0801 General Engineering
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	5402 Boiler Plant Operator

**Table C.21. Facility-Specific Severe Occupational Staffing Shortages Coatesville  
VA Medical Center in Pennsylvania (VISN 4, Station 542)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	0662 Optometrist
	31 Psychiatry*
	4 Pain Management/Physical Medicine and Rehabilitation*
	0610 Nurse
	75 NP-Primary Care†
	88 RN Staff Nurse-Inpatient†
	CY NP-Geriatrics†
	CZ NP-Medical Specialty†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0081 Fire Protection and Prevention
	0301 Miscellaneous Administration and Program
	0341 Administrative Officer
	0671 Health System Specialist
	0673 Hospital Housekeeping Management
	0675 Medical Records Technician

**Table C.21. Facility-Specific Severe Occupational Staffing Shortages Coatesville  
VA Medical Center in Pennsylvania (VISN 4, Station 542)**

Clinical or Nonclinical	Occupation
	0679 Medical Support Assistance
	0801 General Engineering
	0858 Biomedical Engineering
	3566 Custodial Worker
	5402 Boiler Plant Operator
	7404 Cook
	7408 Food Service Worker

**Table C.22. Facility-Specific Severe Occupational Staffing Shortages Erie VA  
Medical Center in Pennsylvania  
(VISN 4, Station 562)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	0621 Nursing Assistant
	0660 Pharmacist
	0602 Medical Officer
	0610 Nurse
Nonclinical	0303 Miscellaneous Clerk and Assistant
	0622 Medical Supply Aide and Technician
	0679 Medical Support Assistance
	0801 General Engineering
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	3566 Custodial Worker
	5406 Utility Systems Operator
	7408 Food Service Worker

**Table C.23. Facility-Specific Severe Occupational Staffing Shortages Lebanon  
VA Medical Center in Pennsylvania  
(VISN 4, Station 595)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0644 Medical Technologist
	0602 Medical Officer
	0610 Nurse
Nonclinical	0675 Medical Records Technician
	0858 Biomedical Engineering
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	7408 Food Service Worker



**Table C.24. Facility-Specific Severe Occupational Staffing Shortages Corporal Michael J. Crescenzo VA Medical Center in Philadelphia, Pennsylvania (VISN 4, Station 642)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0649 Medical Instrument Technician
	0660 Pharmacist
	31 Psychiatry*
	N9 Cardiac Electrophysiology*
Nonclinical	0018 Safety and Occupational Health Management
	0083 Police
	0679 Medical Support Assistance
	3566 Custodial Worker

**Table C.25. Facility-Specific Severe Occupational Staffing Shortages Pittsburgh  
VA Medical Center-University Drive in Pennsylvania (VISN 4, Station 646)**

Clinical or Nonclinical	Occupation
Clinical	0102 Social Science Aid and Technician
	0180 Psychology
	0647 Diagnostic Radiologic Technologist
	31 Psychiatry*
	88 RN Staff Nurse-Inpatient†
Nonclinical	0679 Medical Support Assistance

**Table C.26. Facility-Specific Severe Occupational Staffing Shortages Wilkes-Barre VA Medical Center in Pennsylvania (VISN 4, Station 693)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	0661 Pharmacy Technician
	0602 Medical Officer
	0610 Nurse
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
	5306 Air Conditioning Equipment Mechanic
	5402 Boiler Plant Operator
	7408 Food Service Worker

**Table C.27. Facility-Specific Severe Occupational Staffing Shortages Baltimore  
VA Medical Center in Maryland  
(VISN 5, Station 512)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0181 Psychology Aid and Technician
	0603 Physician's Assistant
	0620 Practical Nurse
	0621 Nursing Assistant
	0630 Dietitian and Nutritionist
	0633 Physical Therapist
	0644 Medical Technologist
	0646 Pathology Technician/Histopathology
	0647 Diagnostic Radiologic Technologist
	0651 Respiratory Therapist
	0660 Pharmacist
	1320 Chemistry
	0602 Medical Officer
	1 Anesthesiology*
	16 Emergency Medicine*
	21 General Internal Medicine*
	30 Neurology*
	31 Psychiatry*
	E5 Neurosurgery*
	Q9 Sleep Medicine*

**Table C.27. Facility-Specific Severe Occupational Staffing Shortages Baltimore  
VA Medical Center in Maryland  
(VISN 5, Station 512)**

Clinical or Nonclinical	Occupation
	0610 Nurse
	N5 NP-Other†
Nonclinical	0081 Fire Protection and Prevention
	0083 Police
	0201 Human Resources Management
	0203 Human Resources Assistance
	0346 Logistics Management
	0673 Hospital Housekeeping Management
	0679 Medical Support Assistance
	0801 General Engineering
	2005 Supply Clerical and Technician
	2010 Inventory Management
	4742 Utility Systems Repairer-Operator
	5402 Boiler Plant Operator
	5406 Utility Systems Operator
	7404 Cook
	7408 Food Service Worker

**Table C.28. Facility-Specific Severe Occupational Staffing Shortages Beckley VA  
Medical Center in West Virginia  
(VISN 5, Station 517)**

Clinical or Nonclinical	Occupation
Clinical	0662 Optometrist
	0680 Dental Officer
	1 Anesthesiology*
	12 Urology*
	16 Emergency Medicine*
	25 Gastroenterology*
	26 Pulmonary Diseases*
	27 Nephrology*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	40 Geriatrics*
	5 Medical Oncology*
	7 Orthopedic Surgery*
	8 Otolaryngology*
	CA Cardiology Non-Invasive*
	P1 Primary Care*
	75 NP-Primary Care†
	88 RN Staff Nurse-Inpatient†
	CJ Resource/Float Pool†
	CM RN Staff-Critical Care†
	M2 RN/Case Manager/Care†

**Table C.28. Facility-Specific Severe Occupational Staffing Shortages Beckley VA  
Medical Center in West Virginia  
(VISN 5, Station 517)**

Clinical or Nonclinical	Occupation
	N7 CNS-Long Term Care/Geriatrics†
Nonclinical	0671 Health System Specialist
	0672 Prosthetic Representative
	5703 Motor Vehicle Operator

**Table C.29. Facility-Specific Severe Occupational Staffing Shortages Louis A. Johnson VA Medical Center in Clarksburg, West Virginia (VISN 5, Station 540)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0603 Physician's Assistant
	0605 Nurse Anesthetist
	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	0680 Dental Officer
	0602 Medical Officer
	0610 Nurse
Nonclinical	0341 Administrative Officer
	0344 Management and Program Clerical and Assistance
	0801 General Engineering
	0858 Biomedical Engineering



**Table C.30. Facility-Specific Severe Occupational Staffing Shortages Hershel "Woody" Williams VA Medical Center in Huntington, West Virginia (VISN 5, Station 581)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0640 Health Aid and Technician (Title 5)
	0644 Medical Technologist
	0645 Medical Technician
	30 Neurology*
	31 Psychiatry*
	43 Pathology*
	7 Orthopedic Surgery*
	8 Otolaryngology*
	CA Cardiology Non-Invasive*
	P1 Primary Care*
	R3 Hematology/Oncology*
	CW RN Staff- Peri-Opt†
Nonclinical	0801 General Engineering
	0858 Biomedical Engineering

**Table C.31. Facility-Specific Severe Occupational Staffing Shortages  
Martinsburg VA Medical Center in West Virginia (VISN 5, Station 613)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0621 Nursing Assistant
	0633 Physical Therapist
	0644 Medical Technologist
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0662 Optometrist
	0602 Medical Officer
	0610 Nurse
Nonclinical	0083 Police
	0622 Medical Supply Aide and Technician/Sterile Processing
	0679 Medical Support Assistance
	0801 General Engineering
	0858 Biomedical Engineering
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	3566 Custodial Worker
	4749 Maintenance Mechanic

**Table C.32. Facility-Specific Severe Occupational Staffing Shortages  
Washington, DC VA Medical Center  
(VISN 5, Station 688)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0644 Medical Technologist
	0646 Pathology Technician/Histopathology
	0647 Diagnostic Radiologic Technologist
	0648 Therapeutic Radiologic Technologist
	0649 Medical Instrument Technician
	0668 Podiatrist
	0681 Dental Assistant
	0683 Dental Laboratory Aid and Technician
	1306 Health Physics
	19 Infectious Diseases*
	26 Pulmonary Diseases*
	31 Psychiatry*
	5 Medical Oncology*
	G9 Radiation Oncology*
	K6 Hospitalist*
	P1 Primary Care*

**Table C.32. Facility-Specific Severe Occupational Staffing Shortages  
Washington, DC VA Medical Center  
(VISN 5, Station 688)**

Clinical or Nonclinical	Occupation
	0610 Nurse
Nonclinical	0083 Police
	0510 Accounting
	0525 Accounting Technician
	0544 Civilian Pay
	0622 Medical Supply Aide and Technician
	0675 Medical Records Technician
	0679 Medical Support Assistance
	0801 General Engineering
	0802 Engineering Technician
	2005 Supply Clerical and Technician
	2805 Electrician
	3566 Custodial Worker
	4742 Utility Systems Repairer-Operator
	5306 Air Conditioning Equipment Mechanic
	7404 Cook
	7408 Food Service Worker

**Table C.33. Facility-Specific Severe Occupational Staffing Shortages Durham VA  
Medical Center in North Carolina  
(VISN 6, Station 558)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0621 Nursing Assistant
	0661 Pharmacy Technician
	0602 Medical Officer
	0610 Nurse
Nonclinical	0083 Police
	0525 Accounting Technician
	0679 Medical Support Assistance
	0801 General Engineering
	3566 Custodial Worker

**Table C.34. Facility-Specific Severe Occupational Staffing Shortages  
Fayetteville VA Medical Center in North Carolina (VISN 6, Station 565)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0644 Medical Technologist
	0602 Medical Officer
	16 Emergency Medicine*
	21 General Internal Medicine*
	26 Pulmonary Diseases*
	31 Psychiatry*
	E4 Cardiovascular/Thoracic Surgeon*
	M9 Cardiology-Interventional*
	P1 Primary Care*
	0610 Nurse
	75 NP-Primary Care†
	CM RN Staff-Critical Care†
	CR RN Staff- Emergency Dept/Urgent Care†
	CT RN Staff- Women's Health Clinic†
Nonclinical	0083 Police
	0679 Medical Support Assistance
	0801 General Engineering
	0858 Biomedical Engineering

**Table C.35. Facility-Specific Severe Occupational Staffing Shortages Hampton  
VA Medical Center in Virginia  
(VISN 6, Station 590)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0630 Dietitian and Nutritionist
	0644 Medical Technologist
	0645 Medical Technician
	0665 Speech Pathology and Audiology
	25 Gastroenterology*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	45 Radiology-Interventional*
	7 Orthopedic Surgery*
	P1 Primary Care*
	R3 Hematology/Oncology*
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CQ RN Staff- Inpatient Mental Health†
	CR RN Staff- Emergency Dept/Urgent Care†
	Q2 RN/Staff-Mixed†
Nonclinical	0083 Police
	0801 General Engineering
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.36. Facility-Specific Severe Occupational Staffing Shortages Charles George VA Medical Center in Asheville, North Carolina (VISN 6, Station 637)**

Clinical or Nonclinical	Occupation
Clinical	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0644 Medical Technologist
	0645 Medical Technician
	0661 Pharmacy Technician
	30 Neurology*
	31 Psychiatry*
	40 Geriatrics*
	CA Cardiology Non-Invasive*
	P1 Primary Care*
	88 RN Staff Nurse-Inpatient†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	N5 NP-Other†
	Q1 RN/Staff-Outpatient†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police
	0679 Medical Support Assistance
	0801 General Engineering
	3566 Custodial Worker
	7408 Food Service Worker



**Table C.37. Facility-Specific Severe Occupational Staffing Shortages Hunter Holmes McGuire Hospital in Richmond, Virginia (VISN 6, Station 652)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0601 General Health Science/Registered Respiratory Therapist
	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician/Ophthalmology
	0646 Pathology Technician/Histopathology
	0647 Diagnostic Radiologic Technologist
	11 Thoracic Surgery*
	12 Urology*
	25 Gastroenterology*
	26 Pulmonary Diseases*
	E4 Cardiovascular/Thoracic Surgeon*
	M9 Cardiology-Interventional*
	86 RN, Shift Supervisor†
	88 RN Staff Nurse-Inpatient†
	CJ Resource/Float Pool†
	CM RN Staff-Critical Care†
	CR RN Staff- Emergency Dept/Urgent Care†
	CV RN Staff-Interventional†
	CZ NP-Medical Specialty†
	J3 RN, Clinical Analyst†

**Table C.37. Facility-Specific Severe Occupational Staffing Shortages Hunter Holmes McGuire Hospital in Richmond, Virginia (VISN 6, Station 652)**

Clinical or Nonclinical	Occupation
	J4 RN/Assistant Manager/Perm Change†
	M2 RN/Case Manager/Care†
	Q1 RN/Staff-Outpatient†
	Q7 Charge Nurse†
	S7 RN/Resident†
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
	0679 Medical Support Assistance
	3502 Laboring
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.38. Facility-Specific Severe Occupational Staffing Shortages Salem VA  
Medical Center in Virginia  
(VISN 6, Station 658)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0621 Nursing Assistant
	0602 Medical Officer
	12 Urology*
	13 Physiatry*
	16 Emergency Medicine*
	20 Dermatology*
	31 Psychiatry*
	45 Radiology-Interventional*
	5 Medical Oncology*
	6 Ophthalmology*
	7 Orthopedic Surgery*
	R3 Hematology/Oncology*
	0610 Nurse
	CM RN Staff-Critical Care†
	CP RN Staff- Progressive Care†
	CQ RN Staff- Inpatient Mental Health†
	CR RN Staff- Emergency Dept/Urgent Care†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police
	0679 Medical Support Assistance

**Table C.38. Facility-Specific Severe Occupational Staffing Shortages Salem VA  
Medical Center in Virginia  
(VISN 6, Station 658)**

Clinical or Nonclinical	Occupation
	0858 Biomedical Engineering
	3566 Custodial Worker

**Table C.39. Shortages for the W.G. (Bill) Hefner Salisbury VA Medical Center in Salisbury, North Carolina (VISN 6, Station 659)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
	0603 Physician's Assistant
	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	75 NP-Primary Care†
	79 CNS-Med/Surg†
	CM RN Staff-Critical Care†
	CQ RN Staff- Inpatient Mental Health†
	CR RN Staff- Emergency Dept/Urgent Care†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police

**Table C.40. Facility-Specific Severe Occupational Staffing Shortages Atlanta VA Medical Center in Decatur, Georgia (VISN 7, Station 508)**

Clinical or Nonclinical	Occupation
Clinical	0644 Medical Technologist
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	0648 Therapeutic Radiologic Technologist
	0660 Pharmacist
	0661 Pharmacy Technician
	0602 Medical Officer
	0610 Nurse
Nonclinical	0083 Police
	0679 Medical Support Assistance
	7408 Food Service Worker

**Table C.41. Facility-Specific Severe Occupational Staffing Shortages Charlie Norwood VA Medical Center in Augusta, Georgia (VISN 7, Station 509)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0601 General Health Science/Registered Respiratory Therapist
	18 Hematology*
	31 Psychiatry*
	P1 Primary Care*
	0610 Nurse
	75 NP-Primary Care†
	88 RN Staff Nurse-Inpatient†
Nonclinical	0083 Police
	0679 Medical Support Assistance
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.42. Facility-Specific Severe Occupational Staffing Shortages  
Birmingham VA Medical Center in Alabama  
(VISN 7, Station 521)**

Clinical or Nonclinical	Occupation
Clinical	0601 General Health Science/Histopathology Technologist
	0620 Practical Nurse
	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0661 Pharmacy Technician
	0667 Orthotist and Prosthetist
	21 General Internal Medicine*
	88 RN Staff Nurse-Inpatient†
Nonclinical	0083 Police
	0301 Miscellaneous Administration and Program
	0801 General Engineering



**Table C.43. Facility-Specific Severe Occupational Staffing Shortages Ralph H. Johnson VA Medical Center in Charleston, South Carolina (VISN 7, Station 534)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	0630 Dietitian and Nutritionist
	0631 Occupational Therapist
	0640 Health Aid and Technician (Title 5)
	0644 Medical Technologist
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	0661 Pharmacy Technician
	20 Dermatology*
	25 Gastroenterology*
	49 Family Practice*
	88 RN Staff Nurse-Inpatient†
	CW RN Staff- Peri-Op†
Nonclinical	0083 Police
	0344 Management and Program Clerical and Assistance
	0544 Civilian Pay
	0622 Medical Supply Aide and Technician
	0679 Medical Support Assistance
	0801 General Engineering
	1105 Purchasing
	2005 Supply Clerical and Technician

**Table C.43. Facility-Specific Severe Occupational Staffing Shortages Ralph H. Johnson VA Medical Center in Charleston, South Carolina (VISN 7, Station 534)**

Clinical or Nonclinical	Occupation
	2805 Electrician
	3502 Laboring
	3566 Custodial Worker
	4742 Utility Systems Repairer-Operator
	4749 Maintenance Mechanic
	5306 Air Conditioning Equipment Mechanic
	6907 Materials Handler
	7408 Food Service Worker

**Table C.44. Facility-Specific Severe Occupational Staffing Shortages Wm. Jennings Bryan Dorn VA Medical Center in Columbia, South Carolina (VISN 7, Station 544)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0621 Nursing Assistant
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0681 Dental Assistant
	0602 Medical Officer
	0610 Nurse
Nonclinical	0083 Police
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.45. Facility-Specific Severe Occupational Staffing Shortages Carl Vinson  
VA Medical Center in Dublin, Georgia (VISN 7, Station 557)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0630 Dietitian and Nutritionist
	0633 Physical Therapist
	0644 Medical Technologist
	0662 Optometrist
	21 General Internal Medicine*
	31 Psychiatry*
	40 Geriatrics*
	88 RN Staff Nurse-Inpatient†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0560 Budget Analysis
	3566 Custodial Worker

**Table C.46. Facility-Specific Severe Occupational Staffing Shortages Central Alabama VA Medical Center-Montgomery in Alabama (VISN 7, Station 619)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
	0620 Practical Nurse
	0621 Nursing Assistant
	0631 Occupational Therapist
	0633 Physical Therapist
	0660 Pharmacist
	0661 Pharmacy Technician
	0681 Dental Assistant
	P1 Primary Care*
	CS RN Staff- Outpatient Mental Health†
	CU RN Staff- Domiciliary†
	Q1 RN/Staff-Outpatient†
Nonclinical	0083 Police
	0672 Prosthetic Representative
	0679 Medical Support Assistance
	0801 General Engineering
	7404 Cook
	7408 Food Service Worker

**Table C.47. Facility-Specific Severe Occupational Staffing Shortages Tuscaloosa  
VA Medical Center in Alabama  
(VISN 7, Station 679)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0631 Occupational Therapist
	0635 Corrective Therapist
	0644 Medical Technologist
	0602 Medical Officer
	0610 Nurse
Nonclinical	0083 Police
	0672 Prosthetic Representative
	0679 Medical Support Assistance
	0690 Industrial Hygiene
	3566 Custodial Worker
	4102 Painting
	4204 Pipefitting
	4749 Maintenance Mechanic
	5306 Air Conditioning Equipment Mechanic
	7408 Food Service Worker

**Table C.48. Facility-Specific Severe Occupational Staffing Shortages C.W. Bill Young VA Medical Center in Bay Pines, Florida (VISN 8, Station 516)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
	0185 Social Work
	0620 Practical Nurse
	0621 Nursing Assistant
	0633 Physical Therapist
	0640 Health Aid and Technician (Title 5)
	0644 Medical Technologist
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	0660 Pharmacist
	0661 Pharmacy Technician
	0680 Dental Officer
	0682 Dental Hygiene
	1715 Vocational Rehabilitation
	10 Colon & Rectal Surgery*
	20 Dermatology*
	21 General Internal Medicine*
	26 Pulmonary Diseases*
	30 Neurology*
	31 Psychiatry*
	43 Pathology*

**Table C.48. Facility-Specific Severe Occupational Staffing Shortages C.W. Bill Young VA Medical Center in Bay Pines, Florida (VISN 8, Station 516)**

Clinical or Nonclinical	Occupation
	46 Nuclear Medicine*
	K6 Hospitalist*
	K9 Mohs Surgery*
	P1 Primary Care*
	75 NP-Primary Care†
	88 RN Staff Nurse-Inpatient†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	Q1 RN/Staff-Outpatient†
Nonclinical	0622 Medical Supply Aide and Technician
	2606 Electronic Industrial Controls Mechanic
	3566 Custodial Worker
	4742 Utility Systems Repairer-Operator
	7408 Food Service Worker



**Table C.49. Facility-Specific Severe Occupational Staffing Shortages Bruce W. Carter VA Medical Center in Miami, Florida (VISN 8, Station 546)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0601 General Health Science/Clinical Perfusionist
	0601 General Health Science/Cytotechnologist
	0601 General Health Science/Nuclear Medicine Technologist
	0601 General Health Science/Therapeutic Medical Physicist
	0603 Physician's Assistant
	0605 Nurse Anesthetist
	0620 Practical Nurse
	0640 Health Aid and Technician/Certified Respiratory Therapist
	0640 Health Aid and Technician/Eye Care
	0640 Health Aid and Technician/Massage Therapy
	0640 Health Aid and Technician/Ophthalmology
	0640 Health Aid and Technician/Optometry
	0640 Health Aid and Technician/Telehealth
	0644 Medical Technologist
	0648 Therapeutic Radiologic Technologist
	0649 Medical Instrument Technician
	0651 Respiratory Therapist
	0660 Pharmacist
	0661 Pharmacy Technician
	0662 Optometrist

**Table C.49. Facility-Specific Severe Occupational Staffing Shortages Bruce W. Carter VA Medical Center in Miami, Florida (VISN 8, Station 546)**

Clinical or Nonclinical	Occupation
	0667 Orthotist and Prosthetist
	0680 Dental Officer
	0681 Dental Assistant
	0682 Dental Hygiene
	1306 Health Physics
	0 Miscellaneous Title 38*
	1 Anesthesiology*
	11 Thoracic Surgery*
	12 Urology*
	16 Emergency Medicine*
	18 Hematology*
	20 Dermatology*
	21 General Internal Medicine*
	23 Allergy & Immunology*
	25 Gastroenterology*
	26 Pulmonary Diseases*
	27 Nephrology*
	30 Neurology*
	31 Psychiatry*
	40 Geriatrics*
	41 Pain Management/Anesthesia*
	44 Physical Medicine & Rehabilitation*

**Table C.49. Facility-Specific Severe Occupational Staffing Shortages Bruce W. Carter VA Medical Center in Miami, Florida (VISN 8, Station 546)**

Clinical or Nonclinical	Occupation
	49 Family Practice*
	67 Oral Surgery*
	7 Orthopedic Surgery*
	8 Otolaryngology*
	9 Plastic Surgery*
	CA Cardiology Non-Invasive*
	CF Dermatology Mohs*
	E4 Cardiovascular/Thoracic Surgeon*
	E6 Cardiology Non-Interventionist*
	K6 Hospitalist*
	M9 Cardiology-Interventional*
	P9 Orthopedic*
	R3 Hematology/Oncology*
	R4 Vascular Surgery*
	85 RN Educator†
	87 RN, Manager/Head Nurse†
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CQ RN Staff- Inpatient Mental Health†
	CR RN Staff- Emergency Dept/Urgent Care†
	CW RN Staff- Peri-Op†
	CY NP-Geriatrics†

**Table C.49. Facility-Specific Severe Occupational Staffing Shortages Bruce W. Carter VA Medical Center in Miami, Florida (VISN 8, Station 546)**

Clinical or Nonclinical	Occupation
	G7 RN, Admin/Other†
	M2 RN/Case Manager/Care†
	N1 NP/Long Term Care†
	Q6 RN/Staff-Inpatient Community Living Center†
	S4 RN/Wound Care Spec†
Nonclinical	0018 Safety and Occupational Health Management
	0081 Fire Protection and Prevention
	0083 Police
	0086 Security Clerical and Assistance
	0260 Equal Employment Opportunity
	0341 Administrative Officer
	0622 Medical Supply Aide and Technician/Sterile Processing
	0671 Health System Specialist
	0672 Prosthetic Representative
	0679 Medical Support Assistance
	0801 General Engineering
	0858 Biomedical Engineering
	1601 General Facilities and Equipment (Title 5)
	2003 Supply Program Management
	2005 Supply Clerical and Technician
	3566 Custodial Worker
	6907 Materials Handler

**Table C.49. Facility-Specific Severe Occupational Staffing Shortages Bruce W. Carter VA Medical Center in Miami, Florida (VISN 8, Station 546)**

Clinical or Nonclinical	Occupation
	7404 Cook
	7408 Food Service Worker

**Table C.50. Facility-Specific Severe Occupational Staffing Shortages West Palm Beach VA Medical Center in Florida (VISN 8, Station 548)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0603 Physician's Assistant
	0620 Practical Nurse
	0668 Podiatrist
	0680 Dental Officer
	16 Emergency Medicine*
	20 Dermatology*
	21 General Internal Medicine*
	25 Gastroenterology*
	26 Pulmonary Diseases*
	29 Endocrine and Metabolism*
	30 Neurology*
	31 Psychiatry*
	40 Geriatrics*
	49 Family Practice*
	7 Orthopedic Surgery*
	K8 Critical Care*
	P1 Primary Care*
	R4 Vascular Surgery*
	74 RN, Infection Control†
	87 RN, Manager/Head Nurse†
	CM RN Staff-Critical Care†

**Table C.50. Facility-Specific Severe Occupational Staffing Shortages West Palm Beach VA Medical Center in Florida (VISN 8, Station 548)**

Clinical or Nonclinical	Occupation
	CQ RN Staff- Inpatient Mental Health†
	CS RN Staff- Outpatient Mental Health†
	CV RN Staff-Interventional†
	CY NP-Geriatrics†
	N1 NP/Long Term Care†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0018 Safety and Occupational Health Management
	0679 Medical Support Assistance
	3566 Custodial Worker

**Table C.51. Facility-Specific Severe Occupational Staffing Shortages Malcom Randall VA Medical Center in Gainesville, Florida (VISN 8, Station 573)**

Clinical or Nonclinical	Occupation
Clinical	0605 Nurse Anesthetist
	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0661 Pharmacy Technician
	25 Gastroenterology*
	31 Psychiatry*
	E5 Neurosurgery*
	M9 Cardiology-Interventional*
	R4 Vascular Surgery*
	71 RN, Recruiter†
	85 RN Educator†
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CR RN Staff- Emergency Dept/Urgent Care†
	CW RN Staff- Peri-Op†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0679 Medical Support Assistance
	0801 General Engineering
	3566 Custodial Worker



**Table C.52. Shortages for the San Juan VA Medical Center in Puerto Rico  
(VISN 8, Station 672)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0601 General Health Science/Registered Respiratory Therapist
	0601 General Health Science/Therapeutic Medical Physicist
	0603 Physician's Assistant
	0605 Nurse Anesthetist
	0620 Practical Nurse
	0640 Health Aid and Technician (Title 5)
	0648 Therapeutic Radiologic Technologist
	0660 Pharmacist
	0667 Orthotist and Prosthetist
	1 Anesthesiology*
	11 Thoracic Surgery*
	12 Urology*
	20 Dermatology*
	21 General Internal Medicine*
	25 Gastroenterology*
	27 Nephrology*
	28 Rheumatology*
	29 Endocrine and Metabolism*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	40 Geriatrics*

**Table C.52. Shortages for the San Juan VA Medical Center in Puerto Rico  
(VISN 8, Station 672)**

Clinical or Nonclinical	Occupation
	44 Physical Medicine & Rehabilitation*
	49 Family Practice*
	7 Orthopedic Surgery*
	8 Otolaryngology*
	CA Cardiology Non-Invasive*
	CB Anesthesiology Pain Management*
	E4 Cardiovascular/Thoracic Surgeon*
	E5 Neurosurgery*
	E6 Cardiology Non-Interventionist*
	G9 Radiation Oncology*
	K6 Hospitalist*
	K8 Critical Care*
	M9 Cardiology-Interventional*
	P1 Primary Care*
	Q9 Sleep Medicine*
	S4 RN/Wound Care Spec†
Nonclinical	0083 Police
	0525 Accounting Technician

**Table C.53. Facility-Specific Severe Occupational Staffing Shortages James A. Haley Veterans' Hospital in Tampa, Florida (VISN 8, Station 673)**

Clinical or Nonclinical	Occupation
Clinical	0605 Nurse Anesthetist
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	0661 Pharmacy Technician
	40 Geriatrics*
	E4 Cardiovascular/Thoracic Surgeon*
	P1 Primary Care*
	0610 Nurse
Nonclinical	0083 Police
	0622 Medical Supply Aide and Technician/Sterile Processing
	0671 Health System Specialist
	0675 Medical Records Technician
	0801 General Engineering
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.54. Facility-Specific Severe Occupational Staffing Shortages Orlando VA Medical Center in Florida (VISN 8, Station 675)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	0621 Nursing Assistant
	0645 Medical Technician
	0660 Pharmacist
	0661 Pharmacy Technician
	0668 Podiatrist
	12 Urology*
	30 Neurology*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	P1 Primary Care*
Nonclinical	0343 Management and Program Analysis
	0671 Health System Specialist
	0679 Medical Support Assistance
	2005 Supply Clerical and Technician
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.55. Facility-Specific Severe Occupational Staffing Shortages Franklin R. Sousey Campus in Lexington, Kentucky (VISN 9, Station 596)**

Clinical or Nonclinical	Occupation
Clinical	0640 Health Aid and Technician (Title 5)
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)

**Table C.56. Facility-Specific Severe Occupational Staffing Shortages Robley Rex VA Medical Center in Louisville, Kentucky (VISN 9, Station 603)**

Clinical or Nonclinical	Occupation
Clinical	0060 Chaplain
	0102 Social Science Aid and Technician
	0180 Psychology
	0185 Social Work
	0603 Physician's Assistant
	0620 Practical Nurse
	0621 Nursing Assistant
	0630 Dietitian and Nutritionist
	0631 Occupational Therapist
	0633 Physical Therapist
	0640 Health Aid and Technician (Title 5)
	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0661 Pharmacy Technician
	0662 Optometrist
	1715 Vocational Rehabilitation
	0602 Medical Officer
	16 Emergency Medicine*
	2 Surgery*
	25 Gastroenterology*
	26 Pulmonary Diseases*

**Table C.56. Facility-Specific Severe Occupational Staffing Shortages Robley Rex VA Medical Center in Louisville, Kentucky (VISN 9, Station 603)**

Clinical or Nonclinical	Occupation
	30 Neurology*
	31 Psychiatry*
	40 Geriatrics*
	44 Physical Medicine & Rehabilitation*
	8 Otolaryngology*
	9 Plastic Surgery*
	K6 Hospitalist*
	P1 Primary Care*
	P9 Orthopedic*
	Q8 Health Informatics*
	R3 Hematology/Oncology*
	0610 Nurse
	87 RN, Manager/Head Nurse†
	88 RN Staff Nurse-Inpatient†
	CJ Resource/Float Pool†
	CM RN Staff-Critical Care†
	CQ RN Staff- Inpatient Mental Health†
	CR RN Staff- Emergency Dept/Urgent Care†
	J4 RN/Assistant Manager/Perm Change†
	M2 RN/Case Manager/Care†
	Q1 RN/Staff-Outpatient†
Nonclinical	0083 Police

**Table C.56. Facility-Specific Severe Occupational Staffing Shortages Robley Rex VA Medical Center in Louisville, Kentucky (VISN 9, Station 603)**

Clinical or Nonclinical	Occupation
	0086 Security Clerical and Assistance
	0303 Miscellaneous Clerk and Assistant
	0305 Mail and File
	0318 Secretary
	0544 Civilian Pay
	0622 Medical Supply Aide and Technician/Sterile Processing
	0669 Medical Records Administration
	0672 Prosthetic Representative
	0679 Medical Support Assistance
	0801 General Engineering
	1105 Purchasing
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	2005 Supply Clerical and Technician
	2102 Transportation Clerk and Assistant
	2805 Electrician
	3566 Custodial Worker
	5306 Air Conditioning Equipment Mechanic
	5406 Utility Systems Operator
	7408 Food Service Worker



**Table C.57. Facility-Specific Severe Occupational Staffing Shortages Memphis  
VA Medical Center in Tennessee  
(VISN 9, Station 614)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
	0185 Social Work
	0646 Pathology Technician/Histopathology
	0649 Medical Instrument Technician
	0651 Respiratory Therapist
	25 Gastroenterology*
	31 Psychiatry*
	33 Clinical Pathology*
	40 Geriatrics*
	R3 Hematology/Oncology*
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CQ RN Staff- Inpatient Mental Health†
	CW RN Staff- Peri-Op†
	Q1 RN/Staff-Outpatient†
Nonclinical	0083 Police
	0510 Accounting
	0560 Budget Analysis
	0675 Medical Records Technician
	0679 Medical Support Assistance

**Table C.57. Facility-Specific Severe Occupational Staffing Shortages Memphis  
VA Medical Center in Tennessee  
(VISN 9, Station 614)**

Clinical or Nonclinical	Occupation
	0690 Industrial Hygiene
	0801 General Engineering
	0858 Biomedical Engineering
	1105 Purchasing
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	2005 Supply Clerical and Technician
	3566 Custodial Worker
	5402 Boiler Plant Operator
	6907 Materials Handler
	7408 Food Service Worker

**Table C.58. Facility-Specific Severe Occupational Staffing Shortages James H. Quillen VA Medical Center in Mountain Home, Tennessee (VISN 9, Station 621)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0605 Nurse Anesthetist
	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0644 Medical Technologist
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	0661 Pharmacy Technician
	21 General Internal Medicine*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	45 Radiology-Interventional*
	49 Family Practice*
	K6 Hospitalist*
	0610 Nurse
Nonclinical	0544 Civilian Pay
	0560 Budget Analysis
	0622 Medical Supply Aide and Technician/Sterile Processing
	0675 Medical Records Technician
	0679 Medical Support Assistance
	3566 Custodial Worker

**Table C.58. Facility-Specific Severe Occupational Staffing Shortages James H. Quillen VA Medical Center in Mountain Home, Tennessee (VISN 9, Station 621)**

Clinical or Nonclinical	Occupation
	7408 Food Service Worker

**Table C.59. Facility-Specific Severe Occupational Staffing Shortages Nashville  
VA Medical Center in Tennessee  
(VISN 9, Station 626)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0644 Medical Technologist
	0661 Pharmacy Technician
	0602 Medical Officer
	1 Anesthesiology*
	31 Psychiatry*
	43 Pathology*
	P1 Primary Care*
	0610 Nurse
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CQ RN Staff- Inpatient Mental Health†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	Q2 RN/Staff-Mixed†
Nonclinical	0303 Miscellaneous Clerk and Assistant
	0679 Medical Support Assistance
	0801 General Engineering
	2005 Supply Clerical and Technician
	3566 Custodial Worker

**Table C.59. Facility-Specific Severe Occupational Staffing Shortages Nashville  
VA Medical Center in Tennessee  
(VISN 9, Station 626)**

Clinical or Nonclinical	Occupation
	5402 Boiler Plant Operator
	7408 Food Service Worker

**Table C.60. Facility-Specific Severe Occupational Staffing Shortages Lieutenant Colonel Charles S. Kettles VA Medical Center in Ann Arbor, Michigan (VISN 10, Station 506)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0660 Pharmacist
	0661 Pharmacy Technician
	0682 Dental Hygiene
	19 Infectious Diseases*
	27 Nephrology*
	38 Radiology-Diagnostic*
	4 Pain Management/Physical Medicine and Rehabilitation*
	0610 Nurse
Nonclinical	0083 Police
	0201 Human Resources Management
	0622 Medical Supply Aide and Technician/Sterile Processing
	0669 Medical Records Administration
	0679 Medical Support Assistance
	0858 Biomedical Engineering
	7408 Food Service Worker

**Table C.61. Facility-Specific Severe Occupational Staffing Shortages Battle Creek VA Medical Center in Michigan (VISN 10, Station 515)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0603 Physician's Assistant
	0621 Nursing Assistant
	0660 Pharmacist
	31 Psychiatry*
	40 Geriatrics*
	P1 Primary Care*
	88 RN Staff Nurse-Inpatient†
	CQ RN Staff- Inpatient Mental Health†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0679 Medical Support Assistance
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)



**Table C.62. Facility-Specific Severe Occupational Staffing Shortages Chillicothe  
VA Medical Center in Ohio  
(VISN 10, Station 538)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	0621 Nursing Assistant
	0662 Optometrist
	31 Psychiatry*
	0610 Nurse
	CQ RN Staff- Inpatient Mental Health†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0671 Health System Specialist
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.63. Facility-Specific Severe Occupational Staffing Shortages Cincinnati  
VA Medical Center in Ohio  
(VISN 10, Station 539)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	16 Emergency Medicine*
	31 Psychiatry*
	6 Ophthalmology*
	P1 Primary Care*
	CM RN Staff-Critical Care†
Nonclinical	0083 Police
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.64. Shortages for the Louis Stokes Cleveland VA Medical Center in  
Cleveland, Ohio (VISN 10, Station 541)**

Clinical or Nonclinical	Occupation
Clinical	0645 Medical Technician
	0602 Medical Officer
	0610 Nurse
Nonclinical	0671 Health System Specialist
	0679 Medical Support Assistance
	4742 Utility Systems Repairer-Operator

**Table C.65. Facility-Specific Severe Occupational Staffing Shortages Dayton VA  
Medical Center in Ohio  
(VISN 10, Station 552)**

Clinical or Nonclinical	Occupation
Clinical	0633 Physical Therapist
	0665 Speech Pathology and Audiology
Nonclinical	0083 Police
	0801 General Engineering

**Table C.66. Facility-Specific Severe Occupational Staffing Shortages John D. Dingell VA Medical Center in Detroit, Michigan (VISN 10, Station 553)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0644 Medical Technologist
	0660 Pharmacist
	0602 Medical Officer
	25 Gastroenterology*
	P1 Primary Care*
	0610 Nurse
	88 RN Staff Nurse-Inpatient†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police
	0303 Miscellaneous Clerk and Assistant
	0679 Medical Support Assistance
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.67. Facility-Specific Severe Occupational Staffing Shortages Richard L. Roudebush VA Medical Center in Indianapolis, Indiana (VISN 10, Station 583)**

Clinical or Nonclinical	Occupation
Clinical	0610 Nurse
Nonclinical	0679 Medical Support Assistance
	3566 Custodial Worker

**Table C.68. Shortages for the Marion VA Medical Center in Indiana  
(VISN 10, Station 610)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0647 Diagnostic Radiologic Technologist
	0660 Pharmacist
	0680 Dental Officer
	2 Surgery*
	K6 Hospitalist*
	P1 Primary Care*
	75 NP-Primary Care†
	88 RN Staff Nurse-Inpatient†
	CS RN Staff- Outpatient Mental Health†
Nonclinical	0083 Police
	0802 Engineering Technician
	0858 Biomedical Engineering
	4204 Pipefitting

**Table C.69. Facility-Specific Severe Occupational Staffing Shortages Aleda E. Lutz VA Medical Center in Saginaw, Michigan (VISN 10, Station 655)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0603 Physician's Assistant
	0620 Practical Nurse
	0644 Medical Technologist
	0602 Medical Officer
	0610 Nurse
	75 NP-Primary Care†



**Table C.70. Facility-Specific Severe Occupational Staffing Shortages Chalmers  
P. Wylie Veterans Outpatient Clinic in Columbus, Ohio (VISN 10, Station 757)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
Nonclinical	0679 Medical Support Assistance
	3566 Custodial Worker

**Table C.71 Facility-Specific Severe Occupational Staffing Shortages Jesse Brown VA Medical Center in Chicago, Illinois (VISN 12, Station 537)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	0602 Medical Officer
	0610 Nurse
Nonclinical	0083 Police
	0201 Human Resources Management
	0675 Medical Records Technician
	0679 Medical Support Assistance
	0801 General Engineering
	0858 Biomedical Engineering
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.72. Facility-Specific Severe Occupational Staffing Shortages Danville VA Medical Center in Illinois (VISN 12, Station 550)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0603 Physician's Assistant
	0605 Nurse Anesthetist
	0644 Medical Technologist
	0662 Optometrist
	0602 Medical Officer
	0 Miscellaneous Title 38*
	16 Emergency Medicine*
	25 Gastroenterology*
	26 Pulmonary Diseases*
	30 Neurology*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	0610 Nurse
	75 NP-Primary Care†
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CQ RN Staff- Inpatient Mental Health†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0201 Human Resources Management

**Table C.72. Facility-Specific Severe Occupational Staffing Shortages Danville VA  
Medical Center in Illinois  
(VISN 12, Station 550)**

Clinical or Nonclinical	Occupation
	0203 Human Resources Assistance
	0679 Medical Support Assistance
	0858 Biomedical Engineering

**Table C.73. Facility-Specific Severe Occupational Staffing Shortages Captain James A. Lovell Federal Health Care Center in North Chicago, Illinois (VISN 12, Station 556)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0645 Medical Technician
	12 Urology*
	20 Dermatology*
	23 Allergy & Immunology*
	8 Otolaryngology*
	CA Cardiology Non-Invasive*
	87 RN, Manager/Head Nurse†
	CQ RN Staff- Inpatient Mental Health†
	F1 Associate Chief Nursing Service†
	N7 CNS-Long Term Care/Geriatrics†
Nonclinical	0679 Medical Support Assistance
	2005 Supply Clerical and Technician
	2010 Inventory Management
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.74. Facility-Specific Severe Occupational Staffing Shortages Edward Hines Junior Hospital in Hines, Illinois (VISN 12, Station 578)**

Clinical or Nonclinical	Occupation
Clinical	0601 General Health Science (Title 5)
	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0661 Pharmacy Technician
	16 Emergency Medicine*
	40 Geriatrics*
	6 Ophthalmology*
	CQ RN Staff- Inpatient Mental Health†
Nonclinical	0622 Medical Supply Aide and Technician
	0679 Medical Support Assistance
	0801 General Engineering
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.75. Facility-Specific Severe Occupational Staffing Shortages Oscar G. Johnson VA Medical Facility in Iron Mountain, Michigan (VISN 12, Station 585)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0662 Optometrist
	0602 Medical Officer
	0610 Nurse
Nonclinical	0083 Police
	0303 Miscellaneous Clerk and Assistant
	2102 Transportation Clerk and Assistant
	5306 Air Conditioning Equipment Mechanic
	7404 Cook

**Table C.76. Facility-Specific Severe Occupational Staffing Shortages William S. Middleton Memorial Veterans' Hospital in Madison, Wisconsin (VISN 12, Station 607)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0605 Nurse Anesthetist
	0620 Practical Nurse
	0602 Medical Officer
	1 Anesthesiology*
	31 Psychiatry*
	7 Orthopedic Surgery*
	M9 Cardiology-Interventional*
	P1 Primary Care*
	0610 Nurse
	75 NP-Primary Care†
	87 RN, Manager/Head Nurse†
	88 RN Staff Nurse-Inpatient†
	M2 RN/Case Manager/Care†
	Q2 RN/Staff-Mixed†
Nonclinical	0390 Telecommunications Processing
	0679 Medical Support Assistance
	0858 Biomedical Engineering
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	3566 Custodial Worker
	7408 Food Service Worker





**Table C.77. Facility-Specific Severe Occupational Staffing Shortages Tomah VA  
Medical Center in Wisconsin  
(VISN 12, Station 676)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0621 Nursing Assistant
	0602 Medical Officer
	21 General Internal Medicine*
	40 Geriatrics*
	0610 Nurse
	88 RN Staff Nurse-Inpatient†
	CQ RN Staff- Inpatient Mental Health†
	CS RN Staff- Outpatient Mental Health†
	Q1 RN/Staff-Outpatient†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police
	0679 Medical Support Assistance
	0801 General Engineering
	3566 Custodial Worker
	7404 Cook

**Table C.78. Facility-Specific Severe Occupational Staffing Shortages Clement J. Zablocki VA Medical Center in Milwaukee, Wisconsin (VISN 12, Station 695)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	21 General Internal Medicine*
	25 Gastroenterology*
	31 Psychiatry*
	CA Cardiology Non-Invasive*
	P1 Primary Care*
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CR RN Staff- Emergency Dept/Urgent Care†
	CW RN Staff- Peri-Op†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
	0672 Prosthetic Representative
	0679 Medical Support Assistance
	0801 General Engineering
	3566 Custodial Worker

**Table C.79. Facility-Specific Severe Occupational Staffing Shortages Kansas  
City VA Medical Center in Missouri  
(VISN 15, Station 589)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0601 General Health Science/Registered Respiratory Therapist
	0620 Practical Nurse
	0621 Nursing Assistant
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	0660 Pharmacist
	0661 Pharmacy Technician
Nonclinical	0675 Medical Records Technician
	0679 Medical Support Assistance
	0858 Biomedical Engineering

**Table C.80. Facility-Specific Severe Occupational Staffing Shortages Harry S. Truman Memorial Veterans' Hospital in Columbia, Missouri (VISN 15, Station 589A4)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0601 General Health Science (Title 5)
	0605 Nurse Anesthetist
	0644 Medical Technologist
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0661 Pharmacy Technician
	1 Anesthesiology*
	21 General Internal Medicine*
	25 Gastroenterology*
	30 Neurology*
	5 Medical Oncology*
	P1 Primary Care*
	88 RN Staff Nurse-Inpatient†
	CJ Resource/Float Pool†
	CM RN Staff-Critical Care†
	CW RN Staff- Peri-Opt†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0201 Human Resources Management
	0382 Telephone Operating

**Table C.80. Facility-Specific Severe Occupational Staffing Shortages Harry S. Truman Memorial Veterans' Hospital in Columbia, Missouri (VISN 15, Station 589A4)**

Clinical or Nonclinical	Occupation
	0544 Civilian Pay
	0622 Medical Supply Aide and Technician/Sterile Processing
	0675 Medical Records Technician
	0856 Electronics Technician
	0858 Biomedical Engineering
	3566 Custodial Worker
	5306 Air Conditioning Equipment Mechanic

**Table C.81. Facility-Specific Severe Occupational Staffing Shortages Colmery-O'Neil VA Medical Center in Topeka, Kansas (VISN 15, Station 589A5)**

Clinical or Nonclinical	Occupation
	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0640 Health Aid and Technician (Title 5)
	0645 Medical Technician
	0661 Pharmacy Technician
	16 Emergency Medicine*
	31 Psychiatry*
	6 Ophthalmology*
	K6 Hospitalist*
	P1 Primary Care*
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CQ RN Staff- Inpatient Mental Health†
	Q1 RN/Staff-Outpatient†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police
	0679 Medical Support Assistance
	0690 Industrial Hygiene
	0801 General Engineering
	0858 Biomedical Engineering

**Table C.82 Facility-Specific Severe Occupational Staffing Shortages Robert J. Dole VA Medical and Regional Office Center in Wichita, Kansas (VISN 15, Station 589A7)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0620 Practical Nurse
	0621 Nursing Assistant
	12 Urology*
	31 Psychiatry*
	7 Orthopedic Surgery*
	88 RN Staff Nurse-Inpatient†



**Table C.83. Shortages for the John J. Cochran Veterans Hospital in St. Louis, Missouri (VISN 15, Station 657)**

Clinical or Nonclinical	Occupation
Clinical	0060 Chaplain
	0620 Practical Nurse
	0636 Rehabilitation Therapy Assistant (Title 5)
	0644 Medical Technologist
	0645 Medical Technician
	0646 Pathology Technician (Title 5)
	0649 Medical Instrument Technician
	0661 Pharmacy Technician
	0667 Orthotist and Prosthetist
	0680 Dental Officer
	0681 Dental Assistant
	0610 Nurse
Nonclinical	0086 Security Clerical and Assistance
	0305 Mail and File
	0344 Management and Program Clerical and Assistance
	0622 Medical Supply Aide and Technician
	0671 Health System Specialist
	0679 Medical Support Assistance
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	2010 Inventory Management
	3566 Custodial Worker
	7404 Cook



**Table C.84. Facility-Specific Severe Occupational Staffing Shortages John J. Pershing VA Medical Center in Poplar Bluff, Missouri (VISN 15, Station 657A4)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0644 Medical Technologist
	0645 Medical Technician
	12 Urology*
	21 General Internal Medicine*
	CA Cardiology Non-Invasive*
	0 Miscellaneous Title 38†
Nonclinical	0083 Police
	0622 Medical Supply Aide and Technician/Sterile Processing
	0858 Biomedical Engineering
	3566 Custodial Worker

**Table C.85. Facility-Specific Severe Occupational Staffing Shortages Marion VA Medical Center in Illinois (VISN 15, Station 657A5)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0601 General Health Science/Clinical Perfusionist
	0601 General Health Science/Registered Respiratory Therapist
	0603 Physician's Assistant
	0605 Nurse Anesthetist
	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	0660 Pharmacist
	0662 Optometrist
	12 Urology*
	16 Emergency Medicine*
	25 Gastroenterology*
	26 Pulmonary Diseases*
	30 Neurology*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	6 Ophthalmology*

**Table C.85. Facility-Specific Severe Occupational Staffing Shortages Marion VA  
Medical Center in Illinois  
(VISN 15, Station 657A5)**

Clinical or Nonclinical	Occupation
	7 Orthopedic Surgery*
	E6 Cardiology Non-Interventionist*
	K6 Hospitalist*
	P1 Primary Care*
	0610 Nurse
	74 RN, Infection Control†
	75 NP-Primary Care†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Nonclinical	0083 Police
	0679 Medical Support Assistance
	0858 Biomedical Engineering
	3566 Custodial Worker

**Table C.86. Facility-Specific Severe Occupational Staffing Shortages Alexandria  
VA Medical Center in Pineville, Louisiana (VISN 16, Station 502)**

Clinical or Nonclinical	Occupation
Clinical	0601 General Health Science/Blind Rehab
	0601 General Health Science/Registered Respiratory Therapist
	0605 Nurse Anesthetist
	0644 Medical Technologist
	0662 Optometrist
	0668 Podiatrist
	0680 Dental Officer
	0602 Medical Officer
	0 Miscellaneous Title 38*
	1 Anesthesiology*
	10 Colon & Rectal Surgery*
	12 Urology*
	13 Physiatry*
	17 Retinal Surgery*
	2 Surgery*
	20 Dermatology*
	21 General Internal Medicine*
	3 Gynecology*
	31 Psychiatry*
	32 Anatomic Pathology*
	38 Radiology-Diagnostic*
	41 Pain Management/Anesthesia*

**Table C.86. Facility-Specific Severe Occupational Staffing Shortages Alexandria  
VA Medical Center in Pineville, Louisiana (VISN 16, Station 502)**

Clinical or Nonclinical	Occupation
	44 Physical Medicine & Rehabilitation*
	49 Family Practice*
	6 Ophthalmology*
	7 Orthopedic Surgery*
	8 Otolaryngology*
	CB Anesthesiology Pain Management*
	CE Palliative Care*
	E1 Associate Chief of Staff Extended Care*
	E2 Associate Chief of Staff Geriatrics/Long Term Care*
	E6 Cardiology Non-Interventionist*
	K6 Hospitalist*
	P1 Primary Care*
	P9 Orthopedic*
	CQ RN Staff- Inpatient Mental Health†
	CS RN Staff- Outpatient Mental Health†
	CW RN Staff- Peri-Op†
	G6 RN/Program Manager/Coordinator†
Nonclinical	0083 Police
	0679 Medical Support Assistance
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.87. Facility-Specific Severe Occupational Staffing Shortages Biloxi VA  
Medical Center in Mississippi  
(VISN 16, Station 520)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0630 Dietitian and Nutritionist
	0660 Pharmacist
	0661 Pharmacy Technician
	0662 Optometrist
	0602 Medical Officer
	31 Psychiatry*
	P1 Primary Care*
	80 RN/Nurse Executive†
	88 RN Staff Nurse-Inpatient†
	CQ RN Staff- Inpatient Mental Health†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0505 Financial Management
	0858 Biomedical Engineering
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	2005 Supply Clerical and Technician



**Table C.88. Facility-Specific Severe Occupational Staffing Shortages Fayetteville  
VA Medical Center in Arkansas  
(VISN 16, Station 564)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0601 General Health Science/Registered Respiratory Therapist
	0603 Physician's Assistant
	0647 Diagnostic Radiologic Technologist
	0662 Optometrist
	0 Miscellaneous Title 38*
	1 Anesthesiology*
	10 Colon & Rectal Surgery*
	11 Thoracic Surgery*
	12 Urology*
	13 Physiatry*
	16 Emergency Medicine*
	17 Retinal Surgery*
	20 Dermatology*
	21 General Internal Medicine*
	25 Gastroenterology*
	26 Pulmonary Diseases*
	29 Endocrine and Metabolism*
	30 Neurology*
	31 Psychiatry*
	38 Radiology-Diagnostic*

**Table C.88. Facility-Specific Severe Occupational Staffing Shortages Fayetteville  
VA Medical Center in Arkansas  
(VISN 16, Station 564)**

Clinical or Nonclinical	Occupation
	39 Radiology-Therapeutic*
	41 Pain Management/Anesthesia*
	43 Pathology*
	45 Radiology-Interventional*
	49 Family Practice*
	67 Oral Surgery*
	7 Orthopedic Surgery*
	CA Cardiology Non-Invasive*
	CB Anesthesiology Pain Management*
	E5 Neurosurgery*
	E6 Cardiology Non-Interventionist*
	E7 Radiology (Nuclear)*
	K6 Hospitalist*
	P1 Primary Care*
	R3 Hematology/Oncology*
	R4 Vascular Surgery*
	75 NP-Primary Care†
	79 CNS-Med/Surg†
	CY NP-Geriatrics†
	CZ NP-Medical Specialty†
	DA NP-Surgical Special†

**Table C.88. Facility-Specific Severe Occupational Staffing Shortages Fayetteville  
VA Medical Center in Arkansas  
(VISN 16, Station 564)**

Clinical or Nonclinical	Occupation
	DB NP-Joint Med/Surg†
	N1 NP/Long Term Care†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	N5 NP-Other†

**Table C.89. Facility-Specific Severe Occupational Staffing Shortages Michael E. DeBakey VA Medical Center in Houston, Texas (VISN 16, Station 580)**

Clinical or Nonclinical	Occupation
Clinical	0647 Diagnostic Radiologic Technologist
	0651 Respiratory Therapist
	0660 Pharmacist
	0661 Pharmacy Technician
	25 Gastroenterology*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	7 Orthopedic Surgery*
	P1 Primary Care*
	0610 Nurse
	87 RN, Manager/Head Nurse†
	88 RN Staff Nurse-Inpatient†
	CR RN Staff- Emergency Dept/Urgent Care†
	CS RN Staff- Outpatient Mental Health†
	Q1 RN/Staff-Outpatient†
Nonclinical	0083 Police
	0622 Medical Supply Aide and Technician
	0679 Medical Support Assistance
	3566 Custodial Worker
	4701 Miscellaneous General Maintenance and Operations Work
	7408 Food Service Worker

**Table C.90. Shortages for the G.V. (Sonny) Montgomery VA Medical Center in Jackson, Mississippi (VISN 16, Station 586)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0601 General Health Science/Registered Respiratory Therapist
	0603 Physician's Assistant
	0620 Practical Nurse
	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0602 Medical Officer
	79 CNS-Med/Surg†
	87 RN, Manager/Head Nurse†
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CQ RN Staff- Inpatient Mental Health†
	CR RN Staff- Emergency Dept/Urgent Care†
	CY NP-Geriatrics†
	CZ NP-Medical Specialty†
	G6 RN/Program Manager/Coordinator†
	J4 RN/Assistant Manager/Perm Change†
	M2 RN/Case Manager/Care†
	N5 NP-Other†
	Q1 RN/Staff-Outpatient†

**Table C.90. Shortages for the G.V. (Sonny) Montgomery VA Medical Center in Jackson, Mississippi (VISN 16, Station 586)**

Clinical or Nonclinical	Occupation
	Q2 RN/Staff-Mixed†
	Q6 RN/Staff-Inpatient Community Living Center†
	S2 RN Informatics†
Nonclinical	0083 Police
	0201 Human Resources Management
	0679 Medical Support Assistance
	0801 General Engineering
	0858 Biomedical Engineering
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.91. Facility-Specific Severe Occupational Staffing Shortages John L. McClellan Memorial Veterans' Hospital in Little Rock, Arkansas (VISN 16, Station 598)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0680 Dental Officer
	10 Colon & Rectal Surgery*
	12 Urology*
	18 Hematology*
	2 Surgery*
	20 Dermatology*
	21 General Internal Medicine*
	25 Gastroenterology*
	26 Pulmonary Diseases*
	29 Endocrine and Metabolism*
	30 Neurology*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	40 Geriatrics*
	49 Family Practice*
	5 Medical Oncology*
	67 Oral Surgery*

**Table C.91. Facility-Specific Severe Occupational Staffing Shortages John L. McClellan Memorial Veterans' Hospital in Little Rock, Arkansas (VISN 16, Station 598)**

Clinical or Nonclinical	Occupation
	7 Orthopedic Surgery*
	CA Cardiology Non-Invasive*
	CC Pain Management*
	CE Palliative Care*
	K6 Hospitalist*
	M9 Cardiology-Interventional*
	P1 Primary Care*
	R3 Hematology/Oncology*
	88 RN Staff Nurse-Inpatient†
	CQ RN Staff- Inpatient Mental Health†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police
	0085 Security Guard
	0856 Electronics Technician
	2805 Electrician
	3566 Custodial Worker
	5317 Laundry and Dry Cleaning Equipment Repairing
	7304 Laundry Working
	7305 Laundry Machine Operating
	7404 Cook
	7408 Food Service Worker



**Table C.92. Facility-Specific Severe Occupational Staffing Shortages New Orleans VA Medical Center in Louisiana (VISN 16, Station 629)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	0645 Medical Technician
	13 Psychiatry*
	27 Nephrology*
	40 Geriatrics*
	43 Pathology*
	44 Physical Medicine & Rehabilitation*
	P1 Primary Care*
	88 RN Staff Nurse-Inpatient†
	CQ RN Staff- Inpatient Mental Health†
	CR RN Staff- Emergency Dept/Urgent Care†
	G7 RN, Admin/Other†
	Q1 RN/Staff-Outpatient†
	Q6 RN/Staff-Inpatient Community Living Center†
	S4 RN/Wound Care Spec†
Nonclinical	0083 Police
	0679 Medical Support Assistance

**Table C.92. Facility-Specific Severe Occupational Staffing Shortages New  
Orleans VA Medical Center in Louisiana  
(VISN 16, Station 629)**

Clinical or Nonclinical	Occupation
	0858 Biomedical Engineering
	3566 Custodial Worker
	4742 Utility Systems Repairer-Operator
	7408 Food Service Worker

**Table C.93. Facility-Specific Severe Occupational Staffing Shortages Overton  
Brooks VA Medical Center in Shreveport, Louisiana (VISN 16, Station 667)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0601 General Health Science/Nuclear Medicine Technologist
	0601 General Health Science/Registered Respiratory Therapist
	0603 Physician's Assistant
	0631 Occupational Therapist
	0633 Physical Therapist
	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	0648 Therapeutic Radiologic Technologist
	0649 Medical Instrument Technician
	0662 Optometrist
	0602 Medical Officer
	10 Colon & Rectal Surgery*
	11 Thoracic Surgery*
	12 Urology*
	13 Physiatry*
	16 Emergency Medicine*
	18 Hematology*
	2 Surgery*
	20 Dermatology*
	25 Gastroenterology*
	26 Pulmonary Diseases*

**Table C.93. Facility-Specific Severe Occupational Staffing Shortages Overton  
Brooks VA Medical Center in Shreveport, Louisiana (VISN 16, Station 667)**

Clinical or Nonclinical	Occupation
	27 Nephrology*
	3 Gynecology*
	31 Psychiatry*
	4 Pain Management/Physical Medicine and Rehabilitation*
	6 Ophthalmology*
	7 Orthopedic Surgery*
	G9 Radiation Oncology*
	K6 Hospitalist*
	K8 Critical Care*
	M9 Cardiology-Interventional*
	N9 Cardiac Electrophysiology*
	P1 Primary Care*
	P9 Orthopedic*
	Q9 Sleep Medicine*
	R3 Hematology/Oncology*
	R4 Vascular Surgery*
	0610 Nurse
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CQ RN Staff- Inpatient Mental Health†
	CR RN Staff- Emergency Dept/Urgent Care†
	CV RN Staff-Interventional†

**Table C.93. Facility-Specific Severe Occupational Staffing Shortages Overton  
Brooks VA Medical Center in Shreveport, Louisiana (VISN 16, Station 667)**

Clinical or Nonclinical	Occupation
	CZ NP-Medical Specialty†
	DA NP-Surgical Specialty†
	M1 RN, Administrative/Discharge Coordinator†
	M2 RN/Case Manager/Care†
	M3 RN, Transition Care Management Case Manager†
	S5 RN, IV Therapy†
Nonclinical	0083 Police
	0201 Human Resources Management
	0203 Human Resources Assistance
	0544 Civilian Pay
	0560 Budget Analysis
	0669 Medical Records Administration
	0679 Medical Support Assistance
	0801 General Engineering
	0830 Mechanical Engineering
	0858 Biomedical Engineering
	1008 Interior Design
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	3566 Custodial Worker
	5402 Boiler Plant Operator
	5406 Utility Systems Operator

**Table C.94. Facility-Specific Severe Occupational Staffing Shortages Thomas E. Creek VA Medical Center in Amarillo, Texas (VISN 17, Station 504)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0621 Nursing Assistant
	0631 Occupational Therapist
	0638 Recreation/Creative Arts Therapist
	0662 Optometrist
	0668 Podiatrist
	25 Gastroenterology*
	31 Psychiatry*
	CA Cardiology Non-Invasive*
	K6 Hospitalist*
	0610 Nurse
Nonclinical	0083 Police
	0679 Medical Support Assistance
	1105 Purchasing
	3566 Custodial Worker

**Table C.95. Facility-Specific Severe Occupational Staffing Shortages George H. O'Brien, Jr., VA Medical Center in Big Spring, Texas (VISN 17, Station 519)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	0660 Pharmacist
	18 Hematology*
	19 Infectious Diseases*
	21 General Internal Medicine*
	23 Allergy & Immunology*
	25 Gastroenterology*
	26 Pulmonary Diseases*
	27 Nephrology*
	28 Rheumatology*
	29 Endocrine and Metabolism*
	40 Geriatrics*
	CA Cardiology Non-Invasive*
	H4 Palliative Care Medicine Fellow*
	K8 Critical Care*
	Q9 Sleep Medicine*
	0 Miscellaneous Title 38†
	Q1 RN/Staff-Outpatient†

**Table C.95. Facility-Specific Severe Occupational Staffing Shortages George H. O'Brien, Jr., VA Medical Center in Big Spring, Texas (VISN 17, Station 519)**

Clinical or Nonclinical	Occupation
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police
	0318 Secretary
	0671 Health System Specialist
	0679 Medical Support Assistance
	7408 Food Service Worker



**Table C.96. Facility-Specific Severe Occupational Staffing Shortages Dallas VA Medical Center in Texas (VISN 17, Station 549)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0603 Physician's Assistant
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0660 Pharmacist
	12 Urology*
	16 Emergency Medicine*
	21 General Internal Medicine*
	31 Psychiatry*
	G9 Radiation Oncology*
	P1 Primary Care*
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CR RN Staff- Emergency Dept/Urgent Care†
	CW RN Staff- Peri-Op†
	Q1 RN/Staff-Outpatient†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police
	0679 Medical Support Assistance
	0801 General Engineering

**Table C.96. Facility-Specific Severe Occupational Staffing Shortages Dallas VA  
Medical Center in Texas  
(VISN 17, Station 549)**

Clinical or Nonclinical	Occupation
	0858 Biomedical Engineering
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.97. Facility-Specific Severe Occupational Staffing Shortages Audie L. Murphy Memorial Veterans' Hospital in San Antonio, Texas (VISN 17, Station 671)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0603 Physician's Assistant
	0605 Nurse Anesthetist
	0620 Practical Nurse
	0621 Nursing Assistant
	0631 Occupational Therapist
	0633 Physical Therapist
	0635 Corrective Therapist
	0640 Health Aid and Technician (Title 5)
	0647 Diagnostic Radiologic Technologist
	0648 Therapeutic Radiologic Technologist
	0651 Respiratory Therapist
	0660 Pharmacist
	0661 Pharmacy Technician
	0662 Optometrist
	0665 Speech Pathology and Audiology
	0667 Orthotist and Prosthetist
	0668 Podiatrist
	0680 Dental Officer
	0681 Dental Assistant

**Table C.97. Facility-Specific Severe Occupational Staffing Shortages Audie L. Murphy Memorial Veterans' Hospital in San Antonio, Texas (VISN 17, Station 671)**

Clinical or Nonclinical	Occupation
	0682 Dental Hygiene
	0683 Dental Laboratory Aid and Technician
	1306 Health Physics
	0602 Medical Officer
	1 Anesthesiology*
	16 Emergency Medicine*
	18 Hematology*
	23 Allergy & Immunology*
	25 Gastroenterology*
	30 Neurology*
	31 Psychiatry*
	5 Medical Oncology*
	E5 Neurosurgery*
	M9 Cardiology-Interventional*
	P1 Primary Care*
	0610 Nurse
	88 RN Staff Nurse-Inpatient†
	M2 RN/Case Manager/Care†
	N5 NP-Other†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0019 Safety Technician

**Table C.97. Facility-Specific Severe Occupational Staffing Shortages Audie L. Murphy Memorial Veterans' Hospital in San Antonio, Texas (VISN 17, Station 671)**

Clinical or Nonclinical	Occupation
	0083 Police
	0303 Miscellaneous Clerk and Assistant
	0403 Microbiology
	0525 Accounting Technician
	0544 Civilian Pay
	0622 Medical Supply Aide and Technician/Sterile Processing
	0672 Prosthetic Representative
	0673 Hospital Housekeeping Management
	0679 Medical Support Assistance
	0801 General Engineering
	0858 Biomedical Engineering
	0896 Industrial Engineering
	1105 Purchasing
	1601 General Facilities and Equipment (Title 5)
	1640 Facility Management
	2102 Transportation Clerk and Assistant
	2805 Electrician
	3566 Custodial Worker
	4742 Utility Systems Repairer-Operator
	4804 Locksmithing
	5306 Air Conditioning Equipment Mechanic

**Table C.97. Facility-Specific Severe Occupational Staffing Shortages Audie L. Murphy Memorial Veterans' Hospital in San Antonio, Texas (VISN 17, Station 671)**

Clinical or Nonclinical	Occupation
	5402 Boiler Plant Operator
	5703 Motor Vehicle Operator
	7304 Laundry Working
	7404 Cook

**Table C.98. Facility-Specific Severe Occupational Staffing Shortages Olin E. Teague Veterans' Center in Temple, Texas (VISN 17, Station 674)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	12 Urology*
	20 Dermatology*
	25 Gastroenterology*
	30 Neurology*
	31 Psychiatry*
	40 Geriatrics*
	41 Pain Management/Anesthesia*
	CY NP-Geriatrics†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Nonclinical	0089 Emergency Management
	5402 Boiler Plant Operator
	7304 Laundry Working

**Table C.99. Facility-Specific Severe Occupational Staffing Shortages Harlingen  
VA Clinic in Texas  
(VISN 17, Station 740)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0181 Psychology Aid and Technician
	0185 Social Work
	0633 Physical Therapist
	0662 Optometrist
	25 Gastroenterology*
	31 Psychiatry*
	40 Geriatrics*
	44 Physical Medicine & Rehabilitation*
	CA Cardiology Non-Invasive*
	P1 Primary Care*
	75 NP-Primary Care†
	Q1 RN/Staff-Outpatient†
Nonclinical	0083 Police
	0341 Administrative Officer
	0622 Medical Supply Aide and Technician
	0801 General Engineering
	3566 Custodial Worker



**Table C.100. Facility-Specific Severe Occupational Staffing Shortages El Paso  
VA Clinic in Texas  
(VISN 17, Station 756)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0605 Nurse Anesthetist
	0620 Practical Nurse
	0631 Occupational Therapist
	0644 Medical Technologist
	0645 Medical Technician
	0649 Medical Instrument Technician
	0660 Pharmacist
	0662 Optometrist
	0668 Podiatrist
	0680 Dental Officer
	1 Anesthesiology*
	12 Urology*
	19 Infectious Diseases*
	20 Dermatology*
	21 General Internal Medicine*
	27 Nephrology*
	29 Endocrine and Metabolism*
	30 Neurology*
	31 Psychiatry*
	38 Radiology-Diagnostic*

**Table C.100. Facility-Specific Severe Occupational Staffing Shortages El Paso  
VA Clinic in Texas  
(VISN 17, Station 756)**

Clinical or Nonclinical	Occupation
	49 Family Practice*
	5 Medical Oncology*
	6 Ophthalmology*
	CA Cardiology Non-Invasive*
	P1 Primary Care*
	75 NP-Primary Care†
	CS RN Staff- Outpatient Mental Health†
	CY NP-Geriatrics†
	CZ NP-Medical Specialty†
	G7 RN, Admin/Other†
	M2 RN/Case Manager/Care†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	Q1 RN/Staff-Outpatient†
Nonclinical	0669 Medical Records Administration
	0675 Medical Records Technician
	0679 Medical Support Assistance
	0858 Biomedical Engineering
	3566 Custodial Worker

**Table C.101. Facility-Specific Severe Occupational Staffing Shortages Fort Harrison VA Medical Center in Montana (VISN 19, Station 436)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	31 Psychiatry*
	P1 Primary Care*
	75 NP-Primary Care†
	88 RN Staff Nurse-Inpatient†
Nonclinical	0343 Management and Program Analysis
	0622 Medical Supply Aide and Technician/Sterile Processing
	0679 Medical Support Assistance
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.102. Facility-Specific Severe Occupational Staffing Shortages Cheyenne  
VA Medical Center in Wyoming  
(VISN 19, Station 442)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	31 Psychiatry*
	P1 Primary Care*
	88 RN Staff Nurse-Inpatient†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0201 Human Resources Management

**Table C.103. Facility-Specific Severe Occupational Staffing Shortages Rocky Mountain Regional VA Medical Center in Aurora, Colorado (VISN 19, Station 554)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
	0185 Social Work
	0601 General Health Science/Chiropractor
	0603 Physician's Assistant
	0605 Nurse Anesthetist
	0620 Practical Nurse
	0621 Nursing Assistant
	0630 Dietitian and Nutritionist
	0631 Occupational Therapist
	0633 Physical Therapist
	0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant
	0640 Health Aid and Technician/Certified Respiratory Therapist
	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0660 Pharmacist
	0661 Pharmacy Technician
	0665 Speech Pathology and Audiology
	0681 Dental Assistant
	0682 Dental Hygiene
	0602 Medical Officer

**Table C.103. Facility-Specific Severe Occupational Staffing Shortages Rocky Mountain Regional VA Medical Center in Aurora, Colorado (VISN 19, Station 554)**

Clinical or Nonclinical	Occupation
	0 Miscellaneous Title 38*
	16 Emergency Medicine*
	21 General Internal Medicine*
	25 Gastroenterology*
	28 Rheumatology*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	4 Pain Management/Physical Medicine and Rehabilitation*
	P1 Primary Care*
	Q9 Sleep Medicine*
	R3 Hematology/Oncology*
	R4 Vascular Surgery*
	0610 Nurse
	0 Miscellaneous Title 38†
	74 RN, Infection Control†
	75 NP-Primary Care†
	77 RN, Researcher/Doctor†
	79 CNS-Med/Surg†
	86 RN, Shift Supervisor†
	87 RN, Manager/Head Nurse†
	88 RN Staff Nurse-Inpatient†
	CG Nurse Practitioner Resident†

**Table C.103. Facility-Specific Severe Occupational Staffing Shortages Rocky Mountain Regional VA Medical Center in Aurora, Colorado (VISN 19, Station 554)**

Clinical or Nonclinical	Occupation
	CM RN Staff-Critical Care†
	CP RN Staff- Progressive Care†
	CQ RN Staff- Inpatient Mental Health†
	CR RN Staff- Emergency Dept/Urgent Care†
	CS RN Staff- Outpatient Mental Health†
	CT RN Staff- Women's Health Clinic†
	CW RN Staff- Peri-Op†
	CZ NP-Medical Specialty†
	G7 RN, Admin/Other†
	M1 RN, Administrative/Discharge Coordinator†
	M2 RN/Case Manager/Care†
	M3 RN, Transition Care Management Case Manager†
	N5 NP-Other†
	N6 CNS-Outpatient†
	Q1 RN/Staff-Outpatient†
	Q2 RN/Staff-Mixed†
	Q4 RN Clinical Nurse Lead†
	Q7 Charge Nurse†
	S3 RN, Preventative/Occupational Health†
	S4 RN/Wound Care Spec†
	S6 RN – General Clinical Consultant†
	S7 RN/Resident†

**Table C.103. Facility-Specific Severe Occupational Staffing Shortages Rocky Mountain Regional VA Medical Center in Aurora, Colorado (VISN 19, Station 554)**

Clinical or Nonclinical	Occupation
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
	0672 Prosthetic Representative
	0675 Medical Records Technician
	0679 Medical Support Assistance
	0858 Biomedical Engineering



**Table C.104 Facility-Specific Severe Occupational Staffing Shortages Grand Junction VA Medical Center in Colorado (VISN 19, Station 575)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0605 Nurse Anesthetist
	0620 Practical Nurse
	0621 Nursing Assistant
	31 Psychiatry*
	CA Cardiology Non-Invasive*
	P1 Primary Care*
	88 RN Staff Nurse-Inpatient†
	Q1 RN/Staff-Outpatient†
Nonclinical	0679 Medical Support Assistance
	3566 Custodial Worker
	4742 Utility Systems Repairer-Operator
	7404 Cook
	7408 Food Service Worker

**Table C.105. Facility-Specific Severe Occupational Staffing Shortages Jack C. Montgomery VA Medical Center in Muskogee, Oklahoma (VISN 19, Station 623)**

Clinical or Nonclinical	Occupation
Clinical	1 Anesthesiology*
	16 Emergency Medicine*
	20 Dermatology*
	25 Gastroenterology*
	26 Pulmonary Diseases*
	30 Neurology*
	4 Pain Management/Physical Medicine and Rehabilitation*
	40 Geriatrics*
	41 Pain Management/Anesthesia*
Nonclinical	7408 Food Service Worker

**Table C.106. Shortages for the Oklahoma City VA Medical Center in Oklahoma  
(VISN 19, Station 635)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0601 General Health Science/Therapeutic Medical Physicist
	0603 Physician's Assistant
	0605 Nurse Anesthetist
	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0647 Diagnostic Radiologic Technologist
	0662 Optometrist
	0667 Orthotist and Prosthetist
	0680 Dental Officer
	0681 Dental Assistant
	1 Anesthesiology*
	12 Urology*
	16 Emergency Medicine*
	2 Surgery*
	20 Dermatology*
	21 General Internal Medicine*
	25 Gastroenterology*
	26 Pulmonary Diseases*
	27 Nephrology*

**Table C.106. Shortages for the Oklahoma City VA Medical Center in Oklahoma  
(VISN 19, Station 635)**

Clinical or Nonclinical	Occupation
	30 Neurology*
	31 Psychiatry*
	40 Geriatrics*
	43 Pathology*
	49 Family Practice*
	CC Pain Management*
	E7 Radiology (Nuclear)*
	K6 Hospitalist*
	K8 Critical Care*
	M9 Cardiology-Interventional*
	P1 Primary Care*
	R3 Hematology/Oncology*
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
Nonclinical	0679 Medical Support Assistance
	0858 Biomedical Engineering
	2102 Transportation Clerk and Assistant
	5703 Motor Vehicle Operator
	7304 Laundry Working

**Table C.107. Facility-Specific Severe Occupational Staffing Shortages  
George E. Wahlen VA Medical Center in Salt Lake City, Utah (VISN 19, Station  
660)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0644 Medical Technologist
	0661 Pharmacy Technician
	0681 Dental Assistant
	0610 Nurse
Nonclinical	0679 Medical Support Assistance
	3566 Custodial Worker
	7404 Cook
	7408 Food Service Worker

**Table C.108. Facility-Specific Severe Occupational Staffing Shortages  
Sheridan VA Medical Center in Wyoming  
(VISN 19, Station 666)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)
	0185 Social Work
	0186 Social Services Aid and Assistant
	0620 Practical Nurse
	0621 Nursing Assistant
	0638 Recreation/Creative Arts Therapist
	0640 Health Aid and Technician/Certified Respiratory Therapist
	0647 Diagnostic Radiologic Technologist
	0661 Pharmacy Technician
	CJ Resource/Float Pool†
Nonclinical	0301 Miscellaneous Administration and Program
	3566 Custodial Worker

**Table C.109. Facility-Specific Severe Occupational Staffing Shortages  
Anchorage VA Medical Center in Alaska  
(VISN 20, Station 463)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	31 Psychiatry*
	CF Dermatology Mohs*
	0610 Nurse
	75 NP-Primary Care†
	Q2 RN/Staff-Mixed†
Nonclinical	0083 Police
	0675 Medical Records Technician
	0679 Medical Support Assistance
	4749 Maintenance Mechanic

**Table C.110. Facility-Specific Severe Occupational Staffing Shortages  
Boise VA Medical Center in Idaho  
(VISN 20, Station 531)**

Clinical or Nonclinical	Occupation
Clinical	0601 General Health Science/Registered Respiratory Therapist
	0620 Practical Nurse
	0621 Nursing Assistant
	0649 Medical Instrument Technician
	2 Surgery*
	26 Pulmonary Diseases*
	30 Neurology*
	31 Psychiatry*
	P1 Primary Care*
	75 NP-Primary Care†
	88 RN Staff Nurse-Inpatient†
	CP RN Staff- Progressive Care†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	Q1 RN/Staff-Outpatient†
Nonclinical	0083 Police
	0525 Accounting Technician
	0675 Medical Records Technician
	0679 Medical Support Assistance
	3566 Custodial Worker
	4749 Maintenance Mechanic



**Table C.111. Facility-Specific Severe Occupational Staffing Shortages  
Portland VA Medical Center in Oregon  
(VISN 20, Station 648)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0621 Nursing Assistant
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CQ RN Staff- Inpatient Mental Health†
	CR RN Staff- Emergency Dept/Urgent Care†
	CW RN Staff- Peri-Op†
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
	0679 Medical Support Assistance
	0801 General Engineering
	2005 Supply Clerical and Technician
	3566 Custodial Worker
	7304 Laundry Working

**Table C.112. Facility-Specific Severe Occupational Staffing Shortages  
Roseburg VA Medical Center in Oregon  
(VISN 20, Station 653)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0621 Nursing Assistant
	0649 Medical Instrument Technician
	1 Anesthesiology*
	12 Urology*
	31 Psychiatry*
	M9 Cardiology-Interventional*
	P1 Primary Care*
Nonclinical	0083 Police
	0622 Medical Supply Aide and Technician/Sterile Processing
	0675 Medical Records Technician
	0679 Medical Support Assistance
	7408 Food Service Worker

**Table C.113. Facility-Specific Severe Occupational Staffing Shortages  
Seattle VA Medical Center in Washington  
(VISN 20, Station 663)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician/Certified Respiratory Therapist
	0645 Medical Technician
	0661 Pharmacy Technician
	0681 Dental Assistant
Nonclinical	0083 Police
	0675 Medical Records Technician
	0679 Medical Support Assistance
	0801 General Engineering
	2005 Supply Clerical and Technician
	3566 Custodial Worker
	7404 Cook

**Table C.114. Facility-Specific Severe Occupational Staffing Shortages  
Mann-Grandstaff VA Medical Center in Spokane, Washington (VISN 20, Station  
668)**

Clinical or Nonclinical	Occupation
Clinical	0620 Practical Nurse
	0644 Medical Technologist
	0645 Medical Technician
	25 Gastroenterology*
	26 Pulmonary Diseases*
	31 Psychiatry*
	M9 Cardiology-Interventional*
	P1 Primary Care*
	75 NP-Primary Care†
	88 RN Staff Nurse-Inpatient†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	Q1 RN/Staff-Outpatient†
	S4 RN/Wound Care Spec†
Nonclinical	0083 Police
	0675 Medical Records Technician
	0679 Medical Support Assistance
	7304 Laundry Working
	7408 Food Service Worker

**Table C.115. Facility-Specific Severe Occupational Staffing Shortages  
Jonathan M. Wainwright Memorial VA Medical Center in Walla Walla,  
Washington (VISN 20, Station 687)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	31 Psychiatry*
	P1 Primary Care*
	87 RN, Manager/Head Nurse†
	E8 Deputy Nurse Executive†
	Q3 RN-Telephone Triage†
	S3 RN, Preventative/Occupational Health†
	S4 RN/Wound Care Spec†
Nonclinical	0343 Management and Program Analysis
	0671 Health System Specialist
	0679 Medical Support Assistance
	3566 Custodial Worker

**Table C.116. Facility-Specific Severe Occupational Staffing Shortages  
White City VA Medical Center in Oregon  
(VISN 20, Station 692)**

Clinical or Nonclinical	Occupation
Clinical	0181 Psychology Aid and Technician
	0185 Social Work
	0620 Practical Nurse
	13 Physiatry*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	4 Pain Management/Physical Medicine and Rehabilitation*
	P1 Primary Care*
	P9 Orthopedic*
	74 RN, Infection Control†
	75 NP-Primary Care†
	CQ RN Staff- Inpatient Mental Health†
	CS RN Staff- Outpatient Mental Health†
	CV RN Staff-Interventional†
	CZ NP-Medical Specialty†
	M2 RN/Case Manager/Care†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	Q1 RN/Staff-Outpatient†
Nonclinical	0679 Medical Support Assistance
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.117. Facility-Specific Severe Occupational Staffing Shortages  
Spark M. Matsunaga VA Medical Center in Honolulu, Hawaii (VISN 21, Station  
459)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0644 Medical Technologist
	0645 Medical Technician
	P1 Primary Care*
	75 NP-Primary Care†
	88 RN Staff Nurse-Inpatient†
	Q1 RN/Staff-Outpatient†
	Q2 RN/Staff-Mixed†

**Table C.118. Shortages for the Fresno VA Medical Center in California  
(VISN 21, Station 570)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0603 Physician's Assistant
	0644 Medical Technologist
	12 Urology*
	21 General Internal Medicine*
	25 Gastroenterology*
	29 Endocrine and Metabolism*
	30 Neurology*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	5 Medical Oncology*
	51 Chief of Staff*
	8 Otolaryngology*
	K6 Hospitalist*
	M9 Cardiology-Interventional*
	R3 Hematology/Oncology*
	R4 Vascular Surgery*
	CM RN Staff-Critical Care†
	CR RN Staff- Emergency Dept/Urgent Care†
	DA NP-Surgical Special†
	S4 RN/Wound Care Spect†



**Table C.118. Shortages for the Fresno VA Medical Center in California  
(VISN 21, Station 570)**

Clinical or Nonclinical	Occupation
Nonclinical	0801 General Engineering
	1008 Interior Design

**Table C.119. Facility-Specific Severe Occupational Staffing Shortages  
North Las Vegas VA Medical Center in Nevada (VISN 21, Station 593)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)
	0185 Social Work
	0601 General Health Science/Cytotechnologist
	0601 General Health Science/Histopathology Technologist
	0620 Practical Nurse
	0621 Nursing Assistant
	0646 Pathology Technician/Histopathology
	12 Urology*
	25 Gastroenterology*
	38 Radiology-Diagnostic*
	CA Cardiology Non-Invasive*
	M9 Cardiology-Interventional*
	P1 Primary Care*
	R4 Vascular Surgery*
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CR RN Staff- Emergency Dept/Urgent Care†
	Q1 RN/Staff-Outpatient†
	S5 RN, IV Therapy†
Nonclinical	0801 General Engineering

**Table C.120. Facility-Specific Severe Occupational Staffing Shortages  
Sacramento VA Medical Center in Mather, California (VISN 21, Station 612A4)**

Clinical or Nonclinical	Occupation
Clinical	0102 Social Science Aid and Technician
	0180 Psychology
	0185 Social Work
	0601 General Health Science/Blind Rehab
	0601 General Health Science/Registered Respiratory Therapist
	0603 Physician's Assistant
	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0640 Health Aid and Technician/Ophthalmology
	0640 Health Aid and Technician/Telehealth
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0660 Pharmacist
	0661 Pharmacy Technician
	0662 Optometrist
	0665 Speech Pathology and Audiology
	0668 Podiatrist
	0680 Dental Officer
	0681 Dental Assistant
	0682 Dental Hygiene

**Table C.120. Facility-Specific Severe Occupational Staffing Shortages  
Sacramento VA Medical Center in Mather, California (VISN 21, Station 612A4)**

Clinical or Nonclinical	Occupation
	0683 Dental Laboratory Aid and Technician
	0602 Medical Officer
	0610 Nurse
Nonclinical	0018 Safety and Occupational Health Management
	0086 Security Clerical and Assistance
	0303 Miscellaneous Clerk and Assistant
	0305 Mail and File
	0318 Secretary
	0341 Administrative Officer
	0510 Accounting
	0544 Civilian Pay
	0675 Medical Records Technician
	0679 Medical Support Assistance
	0690 Industrial Hygiene
	0801 General Engineering
	0858 Biomedical Engineering
	1008 Interior Design
	2102 Transportation Clerk and Assistant
	3566 Custodial Worker
	5703 Motor Vehicle Operator
	7408 Food Service Worker

**Table C.121. Facility-Specific Severe Occupational Staffing Shortages Palo Alto  
VA Medical Center in California  
(VISN 21, Station 640)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0601 General Health Science/Blind Rehab
	0601 General Health Science/Registered Respiratory Therapist
	0603 Physician's Assistant
	0621 Nursing Assistant
	0630 Dietitian and Nutritionist
	0640 Health Aid and Technician (Title 5)
	0640 Health Aid and Technician/Eye Care
	0640 Health Aid and Technician/Ophthalmology
	0640 Health Aid and Technician/Optometry
	0644 Medical Technologist
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0660 Pharmacist
	0661 Pharmacy Technician
	0665 Speech Pathology and Audiology
	0667 Orthotist and Prosthetist
	0668 Podiatrist
	0680 Dental Officer

**Table C.121. Facility-Specific Severe Occupational Staffing Shortages Palo Alto  
VA Medical Center in California  
(VISN 21, Station 640)**

Clinical or Nonclinical	Occupation
	0682 Dental Hygiene
	0683 Dental Laboratory Aid and Technician
	0602 Medical Officer
	1 Anesthesiology*
	16 Emergency Medicine*
	20 Dermatology*
	25 Gastroenterology*
	31 Psychiatry*
	38 Radiology-Diagnostic*
	40 Geriatrics*
	45 Radiology-Interventional*
	6 Ophthalmology*
	7 Orthopedic Surgery*
	9 Plastic Surgery*
	CA Cardiology Non-Invasive*
	E4 Cardiovascular/Thoracic Surgeon*
	E6 Cardiology Non-Interventionist*
	K6 Hospitalist*
	M9 Cardiology-Interventional*
	P1 Primary Care*
	0610 Nurse

**Table C.121. Facility-Specific Severe Occupational Staffing Shortages Palo Alto  
VA Medical Center in California  
(VISN 21, Station 640)**

Clinical or Nonclinical	Occupation
	75 NP-Primary Care†
	85 RN Educator†
	87 RN, Manager/Head Nurse†
	CM RN Staff-Critical Care†
	CW RN Staff- Peri-Op†
	DA NP-Surgical Special†
	M2 RN/Case Manager/Care†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0018 Safety and Occupational Health Management
	0019 Safety Technician
	0028 Environmental Protection Specialist
	0083 Police
	0089 Emergency Management
	0301 Miscellaneous Administration and Program
	0303 Miscellaneous Clerk and Assistant
	0318 Secretary
	0341 Administrative Officer
	0343 Management and Program Analysis
	0346 Logistics Management
	0622 Medical Supply Aide and Technician/Sterile Processing
	0672 Prosthetic Representative

**Table C.121. Facility-Specific Severe Occupational Staffing Shortages Palo Alto  
VA Medical Center in California  
(VISN 21, Station 640)**

Clinical or Nonclinical	Occupation
	0679 Medical Support Assistance
	0801 General Engineering
	0802 Engineering Technician
	0803 Safety Engineering
	0809 Construction Control
	0810 Civil Engineering
	0819 Environmental Engineering
	0830 Mechanical Engineering
	0850 Electrical Engineering
	0855 Electronics Engineering
	0856 Electronics Technician
	0858 Biomedical Engineering
	0899 Engineering and Architecture Student Trainee
	1101 General Business and Industry
	1105 Purchasing
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	1601 General Facilities and Equipment (Title 5)
	1603 Equipment, Facilities, and Service Assistance
	1640 Facility Management
	1699 Equipment and Facilities Management Student Trainee
	2005 Supply Clerical and Technician



**Table C.121. Facility-Specific Severe Occupational Staffing Shortages Palo Alto  
VA Medical Center in California  
(VISN 21, Station 640)**

Clinical or Nonclinical	Occupation
	2010 Inventory Management
	2604 Electronics Mechanic
	2606 Electronic Industrial Controls Mechanic
	2610 Electronic Integrated Systems Mechanic
	2805 Electrician
	2810 Electrician (High Voltage)
	3566 Custodial Worker
	3603 Masonry
	3703 Welding
	4204 Pipefitting
	4206 Plumbing
	4607 Carpenter
	4749 Maintenance Mechanic
	4801 Miscellaneous General Equipment Maintenance
	4804 Locksmithing
	4805 Medical Equipment Repairing
	5306 Air Conditioning Equipment Mechanic
	5309 Heating and Boiler Plant Equipment Mechanic
	5313 Elevator Mechanic
	5402 Boiler Plant Operator
	5408 Wastewater Treatment Plant Operator

**Table C.121. Facility-Specific Severe Occupational Staffing Shortages Palo Alto  
VA Medical Center in California  
(VISN 21, Station 640)**

Clinical or Nonclinical	Occupation
	5409 Water Treatment Plant Operator
	5415 Air Conditioning Equipment Operator
	5703 Motor Vehicle Operator
	5716 Engineering Equipment Operating
	5803 Heavy Mobile Equipment Mechanic
	5823 Automotive Mechanic
	6907 Materials Handler
	7404 Cook
	7408 Food Service Worker

**Table C.122. Facility-Specific Severe Occupational Staffing Shortages Ioannis A. Lougaris VA Medical Center in Reno, Nevada (VISN 21, Station 654)**

Clinical or Nonclinical	Occupation
Clinical	0621 Nursing Assistant
	0633 Physical Therapist
	0644 Medical Technologist
	0645 Medical Technician
	0665 Speech Pathology and Audiology
	16 Emergency Medicine*
	25 Gastroenterology*
	26 Pulmonary Diseases*
	E6 Cardiology Non-Interventionist*
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CR RN Staff- Emergency Dept/Urgent Care†
Nonclinical	0083 Police
	0303 Miscellaneous Clerk and Assistant
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	1640 Facility Management
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.123. Facility-Specific Severe Occupational Staffing Shortages San Francisco VA Medical Center in California (VISN 21, Station 662)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0649 Medical Instrument Technician
	0660 Pharmacist
	0668 Podiatrist
	0602 Medical Officer
	0610 Nurse
Nonclinical	0083 Police
	0679 Medical Support Assistance
	0801 General Engineering
	1601 General Facilities and Equipment (Title 5)
	2805 Electrician
	3566 Custodial Worker
	5703 Motor Vehicle Operator
	7404 Cook

**Table C.124. Facility-Specific Severe Occupational Staffing Shortages Raymond G. Murphy VA Medical Center in Albuquerque, New Mexico (VISN 22, Station 501)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0603 Physician's Assistant
	0605 Nurse Anesthetist
	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0647 Diagnostic Radiologic Technologist
	0649 Medical Instrument Technician
	0661 Pharmacy Technician
	1 Anesthesiology*
	31 Psychiatry*
	5 Medical Oncology*
	6 Ophthalmology*
	E4 Cardiovascular/Thoracic Surgeon*
	E5 Neurosurgery*
	N9 Cardiac Electrophysiology*
	P1 Primary Care*
	75 NP-Primary Care†
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†

**Table C.124. Facility-Specific Severe Occupational Staffing Shortages Raymond G. Murphy VA Medical Center in Albuquerque, New Mexico (VISN 22, Station 501)**

Clinical or Nonclinical	Occupation
	CP RN Staff- Progressive Care†
	CR RN Staff- Emergency Dept/Urgent Care†
	CW RN Staff- Peri-Op†
	Q1 RN/Staff-Outpatient†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police
	0303 Miscellaneous Clerk and Assistant
	0525 Accounting Technician
	0622 Medical Supply Aide and Technician/Sterile Processing
	0679 Medical Support Assistance
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.125. Facility-Specific Severe Occupational Staffing Shortages  
Tibor Rubin VA Medical Center in Long Beach, California (VISN 22, Station 600)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0668 Podiatrist
	30 Neurology*
	CQ RN Staff- Inpatient Mental Health†
	CR RN Staff- Emergency Dept/Urgent Care†
Nonclinical	0083 Police
	0675 Medical Records Technician
	2805 Electrician
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.126. Facility-Specific Severe Occupational Staffing Shortages  
Jerry L. Pettis Memorial Veterans' Hospital in Loma Linda, California (VISN 22,  
Station 605)**

Clinical or Nonclinical	Occupation
Clinical	0060 Chaplain
	0181 Psychology Aid and Technician
	0603 Physician's Assistant
	0630 Dietitian and Nutritionist
	0633 Physical Therapist
	0644 Medical Technologist
	0660 Pharmacist
	0661 Pharmacy Technician
	1715 Vocational Rehabilitation
	0602 Medical Officer
	12 Urology*
	2 Surgery*
	20 Dermatology*
	E5 Neurosurgery*
	K8 Critical Care*
	M9 Cardiology-Interventional*
	P1 Primary Care*
	R4 Vascular Surgery*
	0610 Nurse
	85 RN Educator†
	87 RN, Manager/Head Nurse†



**Table C.126. Facility-Specific Severe Occupational Staffing Shortages  
Jerry L. Pettis Memorial Veterans' Hospital in Loma Linda, California (VISN 22,  
Station 605)**

Clinical or Nonclinical	Occupation
	88 RN Staff Nurse-Inpatient†
	91 Nurse Supervisor Surgical Service†
	CQ RN Staff- Inpatient Mental Health†
	CW RN Staff- Peri-Op†
	F1 Associate Chief Nursing Service†
	J3 RN, Clinical Analyst†
	M3 RN, Transition Care Management Case Manager†
Nonclinical	0083 Police
	0525 Accounting Technician
	0544 Civilian Pay
	0690 Industrial Hygiene
	0801 General Engineering
	0858 Biomedical Engineering
	2010 Inventory Management
	2805 Electrician
	3566 Custodial Worker

**Table C.127. Facility-Specific Severe Occupational Staffing Shortages Carl T. Hayden VA Medical Center in Phoenix, Arizona (VISN 22, Station 644)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0631 Occupational Therapist
	0640 Health Aid and Technician (Title 5)
	0647 Diagnostic Radiologic Technologist
	0661 Pharmacy Technician
	31 Psychiatry*
	P1 Primary Care*
	CM RN Staff-Critical Care†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	N5 NP-Other†
Nonclinical	0303 Miscellaneous Clerk and Assistant
	0622 Medical Supply Aide and Technician
	0679 Medical Support Assistance
	2005 Supply Clerical and Technician
	2010 Inventory Management
	3566 Custodial Worker
	7304 Laundry Working
	7408 Food Service Worker

**Table C.128. Facility-Specific Severe Occupational Staffing Shortages Bob Stump VA Medical Center in Prescott, Arizona (VISN 22, Station 649)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	0660 Pharmacist
	21 General Internal Medicine*
	31 Psychiatry*
	P1 Primary Care*
	75 NP-Primary Care†
	CY NP-Geriatrics†
	N1 NP/Long Term Care†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police
	0679 Medical Support Assistance
	3566 Custodial Worker
	4742 Utility Systems Repairer-Operator
	5306 Air Conditioning Equipment Mechanic
	7408 Food Service Worker

**Table C.129. Facility-Specific Severe Occupational Staffing Shortages  
Jennifer Moreno VA Medical Center  
in San Diego, California (VISN 22, Station 664)**

Clinical or Nonclinical	Occupation
Clinical	0181 Psychology Aid and Technician
	0647 Diagnostic Radiologic Technologist
	0665 Speech Pathology and Audiology
	0667 Orthotist and Prosthetist
	0668 Podiatrist
	16 Emergency Medicine*
	88 RN Staff Nurse-Inpatient†
	Q1 RN/Staff-Outpatient†
Nonclinical	0086 Security Clerical and Assistance
	0318 Secretary
	0525 Accounting Technician
	0801 General Engineering
	1105 Purchasing
	2805 Electrician
	5306 Air Conditioning Equipment Mechanic
	6907 Materials Handler
	7404 Cook
	7408 Food Service Worker

**Table C.130. Facility-Specific Severe Occupational Staffing Shortages Tucson  
VA Medical Center in Arizona  
(VISN 22, Station 678)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0661 Pharmacy Technician
	0602 Medical Officer
	0610 Nurse
Nonclinical	0622 Medical Supply Aide and Technician/Sterile Processing
	2005 Supply Clerical and Technician
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.131. Facility-Specific Severe Occupational Staffing Shortages West Los Angeles VA Medical Center in California (VISN 22, Station 691)**

Clinical or Nonclinical	Occupation
Clinical	0185 Social Work
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0660 Pharmacist
	0661 Pharmacy Technician
	16 Emergency Medicine*
	31 Psychiatry*
	P1 Primary Care*
	88 RN Staff Nurse-Inpatient†
	CJ Resource/Float Pool†
	CM RN Staff-Critical Care†
	CU RN Staff- Domiciliary†
	M2 RN/Case Manager/Care†
	Q1 RN/Staff-Outpatient†
	Q2 RN/Staff-Mixed†
Nonclinical	0083 Police
	0679 Medical Support Assistance
	0801 General Engineering
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.132. Facility-Specific Severe Occupational Staffing Shortages  
Fargo VA Medical Center in North Dakota  
(VISN 23, Station 437)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0603 Physician's Assistant
	0620 Practical Nurse
	0644 Medical Technologist
	0645 Medical Technician
	0647 Diagnostic Radiologic Technologist
	0661 Pharmacy Technician
	25 Gastroenterology*
	26 Pulmonary Diseases*
	28 Rheumatology*
	31 Psychiatry*
	CA Cardiology Non-Invasive*
	E6 Cardiology Non-Interventionist*
	K6 Hospitalist*
	P1 Primary Care*
	R3 Hematology/Oncology*
	75 NP-Primary Care†
	88 RN Staff Nurse-Inpatient†
Nonclinical	0679 Medical Support Assistance
	0801 General Engineering

**Table C.132. Facility-Specific Severe Occupational Staffing Shortages  
Fargo VA Medical Center in North Dakota  
(VISN 23, Station 437)**

Clinical or Nonclinical	Occupation
	2005 Supply Clerical and Technician
	3566 Custodial Worker
	7408 Food Service Worker



**Table C.133. Facility-Specific Severe Occupational Staffing Shortages  
Royal C. Johnson Veterans' Memorial Hospital in Sioux Falls, South Dakota  
(VISN 23, Station 438)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0620 Practical Nurse
	0644 Medical Technologist
	0645 Medical Technician
	0661 Pharmacy Technician
	0681 Dental Assistant
	0682 Dental Hygiene
	0602 Medical Officer
	12 Urology*
	25 Gastroenterology*
	26 Pulmonary Diseases*
	30 Neurology*
	31 Psychiatry*
	5 Medical Oncology*
	R4 Vascular Surgery*
	0610 Nurse
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CW RN Staff- Peri-Op†
	Q1 RN/Staff-Outpatient†

**Table C.133. Facility-Specific Severe Occupational Staffing Shortages  
Royal C. Johnson Veterans' Memorial Hospital in Sioux Falls, South Dakota  
(VISN 23, Station 438)**

Clinical or Nonclinical	Occupation
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police
	0303 Miscellaneous Clerk and Assistant
	0679 Medical Support Assistance
	3566 Custodial Worker
	7304 Laundry Working
	7408 Food Service Worker

**Table C.134. Facility-Specific Severe Occupational Staffing Shortages Fort Meade VA Medical Center in South Dakota (VISN 23, Station 568)**

Clinical or Nonclinical	Occupation
Clinical	0101 Social Science (Title 5)
	0102 Social Science Aid and Technician
	0180 Psychology
	0185 Social Work
	0603 Physician's Assistant
	0620 Practical Nurse
	0621 Nursing Assistant
	0640 Health Aid and Technician (Title 5)
	0640 Health Aid and Technician/Ophthalmology
	0640 Health Aid and Technician/Telehealth
	0662 Optometrist
	0665 Speech Pathology and Audiology
	0667 Orthotist and Prosthetist
	0681 Dental Assistant
	13 Psychiatry*
	30 Neurology*
	K6 Hospitalist*
	P1 Primary Care*
	75 NP-Primary Care†
	88 RN Staff Nurse-Inpatient†
	CM RN Staff-Critical Care†
	CQ RN Staff- Inpatient Mental Health†

**Table C.134. Facility-Specific Severe Occupational Staffing Shortages Fort Meade VA Medical Center in South Dakota (VISN 23, Station 568)**

Clinical or Nonclinical	Occupation
	CU RN Staff- Domiciliary†
	M2 RN/Case Manager/Care†
	Q1 RN/Staff-Outpatient†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0081 Fire Protection and Prevention
	0083 Police
	0301 Miscellaneous Administration and Program
	0303 Miscellaneous Clerk and Assistant
	0341 Administrative Officer
	0503 Financial Clerical and Assistance
	0525 Accounting Technician
	0622 Medical Supply Aide and Technician/Sterile Processing
	0679 Medical Support Assistance
	0801 General Engineering
	1105 Purchasing
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)
	2101 Transportation Specialist
	3566 Custodial Worker
	4204 Pipefitting
	4607 Carpenter
	7304 Laundry Working
	7305 Laundry Machine Operating

**Table C.134. Facility-Specific Severe Occupational Staffing Shortages Fort Meade VA Medical Center in South Dakota (VISN 23, Station 568)**

Clinical or Nonclinical	Occupation
	7408 Food Service Worker

**Table C.135. Facility-Specific Severe Occupational Staffing Shortages  
Minneapolis VA Medical Center in Minnesota (VISN 23, Station 618)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0601 General Health Science/Registered Respiratory Therapist
	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	0647 Diagnostic Radiologic Technologist
	0661 Pharmacy Technician
	0681 Dental Assistant
	20 Dermatology*
	31 Psychiatry*
	6 Ophthalmology*
	7 Orthopedic Surgery*
	75 NP-Primary Care†
	88 RN Staff Nurse-Inpatient†
	CJ Resource/Float Pool†
	CM RN Staff-Critical Care†
	CZ NP-Medical Specialty†
	DA NP-Surgical Special†
	N1 NP/Long Term Care†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police

**Table C.135. Facility-Specific Severe Occupational Staffing Shortages  
Minneapolis VA Medical Center in Minnesota (VISN 23, Station 618)**

Clinical or Nonclinical	Occupation
	0622 Medical Supply Aide and Technician/Sterile Processing
	0679 Medical Support Assistance
	0801 General Engineering
	1105 Purchasing
	2005 Supply Clerical and Technician
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.136. Facility-Specific Severe Occupational Staffing Shortages Omaha VA  
Medical Center in Nebraska  
(VISN 23, Station 636)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	0621 Nursing Assistant
	0644 Medical Technologist
	0645 Medical Technician
	31 Psychiatry*
	CA Cardiology Non-Invasive*
	M9 Cardiology-Interventional*
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0679 Medical Support Assistance
	3566 Custodial Worker
	7408 Food Service Worker



**Table C.137. Facility-Specific Severe Occupational Staffing Shortages Des Moines VA Medical Center in Iowa (VISN 23, Station 636A6)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0621 Nursing Assistant
	0644 Medical Technologist
	0646 Pathology Technician/Histopathology
	0661 Pharmacy Technician
	0662 Optometrist
	0602 Medical Officer
	0610 Nurse
	74 RN, Infection Control†
	79 CNS-Med/Surg†
	86 RN, Shift Supervisor†
	88 RN Staff Nurse-Inpatient†
	CJ Resource/Float Pool†
	CM RN Staff-Critical Care†
	CP RN Staff- Progressive Care†
	CQ RN Staff- Inpatient Mental Health†
	CR RN Staff- Emergency Dept/Urgent Care†
	CS RN Staff- Outpatient Mental Health†
	CT RN Staff- Women's Health Clinic†
	CU RN Staff- Domiciliary†

**Table C.137. Facility-Specific Severe Occupational Staffing Shortages Des Moines VA Medical Center in Iowa (VISN 23, Station 636A6)**

Clinical or Nonclinical	Occupation
	CV RN Staff-Interventional†
	CW RN Staff- Peri-Opt†
	CX RN First Assist†
	M2 RN/Case Manager/Care†
	N6 CNS-Outpatient†
	N8 Clinical Nurse Specialist – Mental Health/Substance Use Disorder†
	Q1 RN/Staff-Outpatient†
	Q2 RN/Staff-Mixed†
	Q4 RN Clinical Nurse Lead†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0083 Police
	0679 Medical Support Assistance
	0801 General Engineering
	2805 Electrician
	3566 Custodial Worker
	5306 Air Conditioning Equipment Mechanic

**Table C.138. Facility-Specific Severe Occupational Staffing Shortages  
Iowa City VA Medical Center in Iowa  
(VISN 23, Station 636A8)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0620 Practical Nurse
	0621 Nursing Assistant
	0647 Diagnostic Radiologic Technologist
	31 Psychiatry*
	0610 Nurse
	88 RN Staff Nurse-Inpatient†
Nonclinical	0679 Medical Support Assistance
	0801 General Engineering
	0858 Biomedical Engineering
	3566 Custodial Worker
	7408 Food Service Worker

**Table C.139. Facility-Specific Severe Occupational Staffing Shortages St. Cloud  
VA Medical Center in Minnesota  
(VISN 23, Station 656)**

Clinical or Nonclinical	Occupation
Clinical	0180 Psychology
	0185 Social Work
	0605 Nurse Anesthetist
	0620 Practical Nurse
	0621 Nursing Assistant
	0660 Pharmacist
	0661 Pharmacy Technician
	0668 Podiatrist
	1 Anesthesiology*
	12 Urology*
	13 Physiatry*
	2 Surgery*
	21 General Internal Medicine*
	38 Radiology-Diagnostic*
	4 Pain Management/Physical Medicine and Rehabilitation*
	7 Orthopedic Surgery*
	9 Plastic Surgery*
	CA Cardiology Non-Invasive*
	R3 Hematology/Oncology*
	75 NP-Primary Care†
	CQ RN Staff- Inpatient Mental Health†

**Table C.139. Facility-Specific Severe Occupational Staffing Shortages St. Cloud  
VA Medical Center in Minnesota  
(VISN 23, Station 656)**

Clinical or Nonclinical	Occupation
	CU RN Staff- Domiciliary†
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†
	Q6 RN/Staff-Inpatient Community Living Center†
Nonclinical	0679 Medical Support Assistance
	0801 General Engineering
	0802 Engineering Technician
	3566 Custodial Worker
	7408 Food Service Worker

## Appendix D: Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility

**Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility**

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
Togus VA Medical Center in Augusta, Maine (VISN 1, Station 402)	27	14	41
White River Junction VA Medical Center in Vermont (VISN 1, Station 405)	8	8	16
Edith Nourse Rogers Memorial Veterans' Hospital in Bedford, Massachusetts (VISN 1, Station 518)	6	7	13
Jamaica Plain VA Medical Center in Boston, Massachusetts (VISN 1, Station 523)	17	11	28
Manchester VA Medical Center in New Hampshire (VISN 1, Station 608)	9	11	20
Edward P. Boland VA Medical Center in Leeds, Massachusetts (VISN 1, Station 631)	5	6	11
Providence VA Medical Center in Rhode Island (VISN 1, Station 650)	44	16	60
West Haven VA Medical Center in Connecticut (VISN 1, Station 689)	16	4	20
James J. Peters VA Medical Center in Bronx, New York (VISN 2, Station 526)	5	5	10
Buffalo VA Medical Center in New York (VISN 2, Station 528)	18	8	26
VA Finger Lakes Health Care System in Bath, New York (VISN 2, Station 528A6)	12	7	19
Syracuse VA Medical Center in New York (VISN 2, Station 528A7)	13	9	22

**Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility**

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
<i>Samuel S. Stratton VA Medical Center in Albany, New York (VISN 2, Station 528A8)</i>	13	5	18
<i>East Orange VA Medical Center in New Jersey (VISN 2, Station 561)</i>	19	11	30
<i>Franklin Delano Roosevelt Hospital in Montrose, New York (VISN 2, Station 620)</i>	5	5	10
<i>Margaret Cochran Corbin VA Campus in New York, New York (VISN 2, Station 630)</i>	8	8	16
<i>Northport VA Medical Center in New York (VISN 2, Station 632)</i>	5	3	8
<i>Wilmington VA Medical Center in Delaware (VISN 4, Station 460)</i>	11	6	17
<i>James E. Van Zandt VA Medical Center in Altoona, Pennsylvania (VISN 4, Station 503)</i>	8	4	12
<i>Butler VA Medical Center in Pennsylvania (VISN 4, Station 529A4)</i>	8	3	11
<i>Coatesville VA Medical Center in Pennsylvania (VISN 4, Station 542)</i>	16	13	29
<i>Erie VA Medical Center in Pennsylvania (VISN 4, Station 562)</i>	6	8	14
<i>Lebanon VA Medical Center in Pennsylvania (VISN 4, Station 595)</i>	6	4	10
<i>Corporal Michael J. Crescenz VA Medical Center in Philadelphia, Pennsylvania (VISN 4, Station 642)</i>	5	4	9
<i>Pittsburgh VA Medical Center-University Drive in Pennsylvania (VISN 4, Station 646)</i>	5	1	6
<i>Wilkes-Barre VA Medical Center in Pennsylvania (VISN 4, Station 693)</i>	7	4	11

**Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility**

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
<i>Baltimore VA Medical Center in Maryland (VISN 5, Station 512)</i>	23	15	38
<i>Beckley VA Medical Center in West Virginia (VISN 5, Station 517)</i>	22	3	25
<i>Louis A. Johnson VA Medical Center in Clarksburg, West Virginia (VISN 5, Station 540)</i>	9	4	13
<i>Hershel "Woody" Williams VA Medical Center in Huntington, West Virginia (VISN 5, Station 581)</i>	13	2	15
<i>Martinsburg VA Medical Center in West Virginia (VISN 5, Station 613)</i>	10	8	18
<i>Washington, DC VA Medical Center (VISN 5, Station 688)</i>	22	16	38
<i>Durham VA Medical Center in North Carolina (VISN 6, Station 558)</i>	5	5	10
<i>Fayetteville VA Medical Center in North Carolina (VISN 6, Station 565)</i>	17	4	21
<i>Hampton VA Medical Center in Virginia (VISN 6, Station 590)</i>	17	4	21
<i>Charles George VA Medical Center in Asheville, North Carolina (VISN 6, Station 637)</i>	15	5	20
<i>Hunter Holmes McGuire Hospital in Richmond, Virginia (VISN 6, Station 652)</i>	27	5	32
<i>Salem VA Medical Center in Virginia (VISN 6, Station 658)</i>	19	4	23
<i>W.G. (Bill) Hefner Salisbury VA Medical Center in Salisbury, North Carolina (VISN 6, Station 659)</i>	14	1	15
<i>Atlanta VA Medical Center in Decatur, Georgia (VISN 7, Station 508)</i>	8	3	11



**Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility**

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
<i>Charlie Norwood VA Medical Center in Augusta, Georgia (VISN 7, Station 509)</i>	9	4	13
<i>Birmingham VA Medical Center in Alabama (VISN 7, Station 521)</i>	9	3	12
<i>Ralph H. Johnson VA Medical Center in Charleston, South Carolina (VISN 7, Station 534)</i>	14	16	30
<i>Wm. Jennings Bryan Dorn VA Medical Center in Columbia, South Carolina (VISN 7, Station 544)</i>	9	4	13
<i>Carl Vinson VA Medical Center in Dublin, Georgia (VISN 7, Station 557)</i>	12	2	14
<i>Central Alabama VA Medical Center-Montgomery in Alabama (VISN 7, Station 619)</i>	13	6	19
<i>Tuscaloosa VA Medical Center in Alabama (VISN 7, Station 679)</i>	6	10	16
<i>C.W. Bill Young VA Medical Center in Bay Pines, Florida (VISN 8, Station 516)</i>	30	5	35
<i>Bruce W. Carter VA Medical Center in Miami, Florida (VISN 8, Station 546)</i>	71	19	90
<i>West Palm Beach VA Medical Center in Florida (VISN 8, Station 548)</i>	28	3	31
<i>Malcom Randall VA Medical Center in Gainesville, Florida (VISN 8, Station 573)</i>	17	3	20
<i>San Juan VA Medical Center in Puerto Rico (VISN 8, Station 672)</i>	38	2	40
<i>James A. Haley Veterans' Hospital in Tampa, Florida (VISN 8, Station 673)</i>	10	7	17
<i>Orlando VA Medical Center in Florida (VISN 8, Station 675)</i>	12	6	18

**Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility**

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
<i>Franklin R. Sousley Campus in Lexington, Kentucky (VISN 9, Station 596)</i>	1	1	2
<i>Robley Rex VA Medical Center in Louisville, Kentucky (VISN 9, Station 603)</i>	43	20	63
<i>Memphis VA Medical Center in Tennessee (VISN 9, Station 614)</i>	16	15	31
<i>James H. Quillen VA Medical Center in Mountain Home, Tennessee (VISN 9, Station 621)</i>	16	7	23
<i>Nashville VA Medical Center in Tennessee (VISN 9, Station 626)</i>	16	7	23
<i>Lieutenant Colonel Charles S. Kettles VA Medical Center in Ann Arbor, Michigan (VISN 10, Station 506)</i>	14	7	21
<i>Battle Creek VA Medical Center in Michigan (VISN 10, Station 515)</i>	11	2	13
<i>Chillicothe VA Medical Center in Ohio (VISN 10, Station 538)</i>	8	3	11
<i>Cincinnati VA Medical Center in Ohio (VISN 10, Station 539)</i>	8	3	11
<i>Louis Stokes Cleveland VA Medical Center in Cleveland, Ohio (VISN 10, Station 541)</i>	3	3	6
<i>Dayton VA Medical Center in Ohio (VISN 10, Station 552)</i>	2	2	4
<i>John D. Dingell VA Medical Center in Detroit, Michigan (VISN 10, Station 553)</i>	9	5	14
<i>Richard L. Roudebush VA Medical Center in Indianapolis, Indiana (VISN 10, Station 583)</i>	1	2	3
<i>Marion VA Medical Center in Indiana (VISN 10, Station 610)</i>	12	4	16

**Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility**

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
<i>Aleda E. Lutz VA Medical Center in Saginaw, Michigan (VISN 10, Station 655)</i>	8	0	8
<i>Chalmers P. Wylie Veterans Outpatient Clinic in Columbus, Ohio (VISN 10, Station 757)</i>	2	2	4
<i>Jesse Brown VA Medical Center in Chicago, Illinois (VISN 12, Station 537)</i>	9	8	17
<i>Danville VA Medical Center in Illinois (VISN 12, Station 550)</i>	20	4	24
<i>Captain James A. Lovell Federal Health Care Center in North Chicago, Illinois (VISN 12, Station 556)</i>	14	5	19
<i>Edward Hines Junior Hospital in Hines, Illinois (VISN 12, Station 578)</i>	9	5	14
<i>Oscar G. Johnson VA Medical Facility in Iron Mountain, Michigan (VISN 12, Station 585)</i>	6	5	11
<i>William S. Middleton Memorial Veterans' Hospital in Madison, Wisconsin (VISN 12, Station 607)</i>	15	6	21
<i>Tomah VA Medical Center in Wisconsin (VISN 12, Station 676)</i>	13	5	18
<i>Clement J. Zablocki VA Medical Center in Milwaukee, Wisconsin (VISN 12, Station 695)</i>	13	5	18
<i>Kansas City VA Medical Center in Missouri (VISN 15, Station 589)</i>	9	3	12
<i>Harry S. Truman Memorial Veterans' Hospital in Columbia, Missouri (VISN 15, Station 589A4)</i>	19	9	28
<i>Colmery-O'Neil VA Medical Center in Topeka, Kansas (VISN 15, Station 589A5)</i>	16	5	21

**Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility**

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
<i>Robert J. Dole VA Medical and Regional Office Center in Wichita, Kansas (VISN 15, Station 589A7)</i>	7	0	7
<i>John J. Cochran Veterans Hospital in St. Louis, Missouri (VISN 15, Station 657)</i>	12	10	22
<i>John J. Pershing VA Medical Center in Poplar Bluff, Missouri (VISN 15, Station 657A4)</i>	9	4	13
<i>Marion VA Medical Center in Illinois (VISN 15, Station 657A5)</i>	29	4	33
<i>Alexandria VA Medical Center in Pineville, Louisiana (VISN 16, Station 502)</i>	39	4	43
<i>Biloxi VA Medical Center in Mississippi (VISN 16, Station 520)</i>	14	4	18
<i>Fayetteville VA Medical Center in Arkansas (VISN 16, Station 564)</i>	46	0	46
<i>Michael E. DeBakey VA Medical Center in Houston, Texas (VISN 16, Station 580)</i>	15	6	21
<i>G.V. (Sonny) Montgomery VA Medical Center in Jackson, Mississippi (VISN 16, Station 586)</i>	25	7	32
<i>John L. McClellan Memorial Veterans' Hospital in Little Rock, Arkansas (VISN 16, Station 598)</i>	32	10	42
<i>New Orleans VA Medical Center in Louisiana (VISN 16, Station 629)</i>	19	6	25
<i>Overton Brooks VA Medical Center in Shreveport, Louisiana (VISN 16, Station 667)</i>	50	15	65
<i>Thomas E. Creek VA Medical Center in Amarillo, Texas (VISN 17, Station 504)</i>	13	4	17
<i>George H. O'Brien, Jr., VA Medical Center in Big Spring, Texas (VISN 17, Station 519)</i>	23	5	28

**Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility**

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
<i>Dallas VA Medical Center in Texas (VISN 17, Station 549)</i>	18	6	24
<i>Audie L. Murphy Memorial Veterans' Hospital in San Antonio, Texas (VISN 17, Station 671)</i>	41	26	67
<i>Olin E. Teague Veterans' Center in Temple, Texas (VISN 17, Station 674)</i>	10	3	13
<i>Harlingen VA Clinic in Texas (VISN 17, Station 740)</i>	13	5	18
<i>El Paso VA Clinic in Texas (VISN 17, Station 756)</i>	35	5	40
<i>Fort Harrison VA Medical Center in Montana (VISN 19, Station 436)</i>	8	5	13
<i>Cheyenne VA Medical Center in Wyoming (VISN 19, Station 442)</i>	5	1	6
<i>Rocky Mountain Regional VA Medical Center in Aurora, Colorado (VISN 19, Station 554)</i>	66	5	71
<i>Grand Junction VA Medical Center in Colorado (VISN 19, Station 575)</i>	9	5	14
<i>Jack C. Montgomery VA Medical Center in Muskogee, Oklahoma (VISN 19, Station 623)</i>	9	1	10
<i>Oklahoma City VA Medical Center in Oklahoma (VISN 19, Station 635)</i>	35	5	40
<i>George E. Wahlen VA Medical Center in Salt Lake City, Utah (VISN 19, Station 660)</i>	7	4	11
<i>Sheridan VA Medical Center in Wyoming (VISN 19, Station 666)</i>	11	2	13
<i>Anchorage VA Medical Center in Alaska (VISN 20, Station 463)</i>	8	4	12
<i>Boise VA Medical Center in Idaho (VISN 20, Station 531)</i>	14	6	20

**Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility**

<b>Facility</b>	<b>Clinical Shortages</b>	<b>Nonclinical Shortages</b>	<b>Total Number of Occupations Designated as a Severe Shortage</b>
<i>Portland VA Medical Center in Oregon (VISN 20, Station 648)</i>	9	6	15
<i>Roseburg VA Medical Center in Oregon (VISN 20, Station 653)</i>	9	5	14
<i>Seattle VA Medical Center in Washington (VISN 20, Station 663)</i>	7	7	14
<i>Mann-Grandstaff VA Medical Center in Spokane, Washington (VISN20, Station 668)</i>	13	5	18
<i>Jonathan M. Wainwright Memorial VA Medical Center in Walla Walla, Washington (VISN 20, Station 687)</i>	10	4	14
<i>White City VA Medical Center in Oregon (VISN 20, Station 692)</i>	18	3	21
<i>Spark M. Matsunaga VA Medical Center in Honolulu, Hawaii (VISN 21, Station 459)</i>	9	0	9
<i>Fresno VA Medical Center in California (VISN 21, Station 570)</i>	22	2	24
<i>North Las Vegas VA Medical Center in Nevada (VISN 21, Station 593)</i>	20	1	21
<i>Sacramento VA Medical Center in Mather, California (VISN 21, Station 612A4)</i>	25	18	43
<i>Palo Alto VA Medical Center in California (VISN 21, Station 640)</i>	50	64	114
<i>Ioannis A. Lougaris VA Medical Center in Reno, Nevada (VISN 21, Station 654)</i>	12	6	18
<i>San Francisco VA Medical Center in California (VISN 21, Station 662)</i>	8	8	16
<i>Raymond G. Murphy VA Medical Center in Albuquerque, New Mexico (VISN 22, Station 501)</i>	26	7	33

**Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility**

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
<i>Tibor Rubin VA Medical Center in Long Beach, California (VISN 22, Station 600)</i>	5	5	10
<i>Jerry L. Pettis Memorial Veterans' Hospital in Loma Linda, California (VISN 22, Station 605)</i>	28	9	37
<i>Carl T. Hayden VA Medical Center in Phoenix, Arizona (VISN 22, Station 644)</i>	11	8	19
<i>Bob Stump VA Medical Center in Prescott, Arizona (VISN 22, Station 649)</i>	14	6	20
<i>San Diego VA Medical Center in California (VISN 22, Station 664)</i>	8	10	18
<i>Tucson VA Medical Center in Arizona (VISN 22, Station 678)</i>	5	4	9
<i>West Los Angeles VA Medical Center in California (VISN 22, Station 691)</i>	15	5	20
<i>Fargo VA Medical Center in North Dakota (VISN 23, Station 437)</i>	19	5	24
<i>Royal C. Johnson Veterans' Memorial Hospital in Sioux Falls, South Dakota (VISN 23, Station 438)</i>	22	6	28
<i>Fort Meade VA Medical Center in South Dakota (VISN 23, Station 568)</i>	26	19	45
<i>Minneapolis VA Medical Center in Minnesota (VISN 23, Station 618)</i>	21	8	29
<i>Omaha VA Medical Center in Nebraska (VISN 23, Station 636)</i>	9	3	12
<i>Des Moines VA Medical Center in Iowa (VISN 23, Station 636A6)</i>	31	6	37
<i>Iowa City VA Medical Center in Iowa (VISN 23, Station 636A8)</i>	7	5	12

**Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility**

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
St. Cloud VA Medical Center in Minnesota (VISN 23, Station 656)	24	5	29

*Source: OIG analysis of VHA facilities' responses to the OIG's FY 2023 staffing survey.*



## Appendix E: Frequency of Facility-Designated Hybrid Title 38 Severe Occupational Staffing Shortages

**Table E.1. Frequency of Facility-Designated Hybrid Title 38 Severe Occupational Staffing Shortages**

Occupation	Number of Facilities that Identified the Occupation as a Severe Shortage
0679 Medical Support Assistance	97
0620 Practical Nurse	93
0180 Psychology	91
0185 Social Work	74
0621 Nursing Assistant	70
0644 Medical Technologist	66
0647 Diagnostic Radiologic Technologist	50
0661 Pharmacy Technician	45
0858 Biomedical Engineering	34
0660 Pharmacist	33
0649 Medical Instrument Technician	32
0622 Medical Supply Aide and Technician/Sterile Processing	26
0675 Medical Records Technician	22
1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	18
0681 Dental Assistant	16
0601 General Health Science/Registered Respiratory Therapist	15

**Table E.1. Frequency of Facility-Designated Hybrid Title 38 Severe Occupational Staffing Shortages**

Occupation	Number of Facilities that Identified the Occupation as a Severe Shortage
0633 Physical Therapist	15
0630 Dietitian and Nutritionist	11
0631 Occupational Therapist	11
0682 Dental Hygiene	11
0665 Speech Pathology and Audiology	10
0667 Orthotist and Prosthetist	9
0672 Prosthetic Representative	9
0646 Pathology Technician/Histopathology	7
0183 Licensed Professional Mental Health Counselor (previously 0101 Social Science/Licensed Prof Mental Health Counselor)	6
0648 Therapeutic Radiologic Technologist	6
0640 Health Aid and Technician/Certified Respiratory Therapist	5
0640 Health Aid and Technician/Ophthalmology	5
0601 General Health Science/Blind Rehab	4
0640 Health Aid and Technician/Telehealth	4
0669 Medical Records Administration	4
0601 General Health Science/Histopathology Technologist	3
0601 General Health Science/Therapeutic Medical Physicist	3

**Table E.1. Frequency of Facility-Designated Hybrid Title 38 Severe Occupational Staffing Shortages**

Occupation	Number of Facilities that Identified the Occupation as a Severe Shortage
0182 Marriage Family Therapist (previously 0101 Social Service/Marriage Family Therapist)	2
0601 General Health Science/Clinical Perfusionist	2
0601 General Health Science/Cytotechnologist	2
0601 General Health Science/Nuclear Medicine Technologist	2
0635 Corrective Therapist	2
0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant	2
0640 Health Aid and Technician/Eye Care	2
0640 Health Aid and Technician/Optomety	2
0640 Health Aid and Technician/Massage Therapy	1

*Source: OIG analysis of VHA facilities' responses to the OIG's FY 2023 staffing survey*

## Appendix F: Onboard Staffing Levels for Select Occupations

**Table F.1. Average Onboard Staffing Levels for Occupations Reported as a Top Ten Severe Occupational Staffing Shortages<sup>a</sup>**

Occupational Series or Assignment Code <sup>b</sup>	Occupation	Average Onboard Staff VHA-Wide						Average Percentage Net Change
		FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 <sup>c</sup>	
0679	Medical Support Assistance	24,901	26,825	28,548	30,975	32,181	33,788	6.33%
3566	Custodial Worker	11,726	11,912	12,298	12,316	11,629	11,697	-0.06%
0620	Practical Nurse	15,204	15,390	15,742	15,939	15,449	15,374	0.27%
0180	Psychology	6,851	7,149	7,351	7,520	7,634	7,807	2.63%
0185	Social Work	14,931	15,626	16,368	17,262	18,006	19,115	4.40%
7408	Food Service Worker	6,799	6,613	6,489	6,041	5,413	5,405	-4.25%
0083	Police	3,679	3,727	3,885	3,956	3,871	3,806	0.86%
31	Psychiatry*	3,357	3,383	3,391	3,472	3,439	3,431	0.56%
0621	Nursing Assistant	13,389	13,911	14,438	15,008	14,424	14,295	1.81%
0644	Medical Technologist	4,558	4,589	4,648	4,681	4,552	4,540	-0.05%
<b>VHA Overall</b>		<b>386,928</b>	<b>399,468</b>	<b>413,503</b>	<b>426,892</b>	<b>429,756</b>	<b>443,611</b>	<b>2.5%</b>
	<i>Occupation identified in Top Ten Severe Occupational Staffing Shortages in reported Fiscal Year.</i>							

Source: OIG analysis of VHA Support Service Center HR Employee Cube.

<sup>a</sup> Dates for fiscal year are as of September 30.

<sup>b</sup> The \* denotes assignment codes within the Medical Officer occupational series.

<sup>c</sup> Fiscal year 2023 data is partial and as of February 28, 2023.

**Table F.2. Average Onboard Staffing Levels for Medical Officer and Nurse <sup>a</sup>**

Occupational Series or Assignment Code	Occupation	Average Onboard Staff VHA-Wide							Average Percentage Net Change
		FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 <sup>b</sup>	
0602	Medical Officer	26,587	27,056	27,659	28,106	28,726	28,858	29,317	1.61%
0610	Nurse	69,175	71,187	74,153	77,237	80,955	81,766	85,097	3.39%

*Source: OIG analysis of VHA Support Service Center HR Employee Cube.*

<sup>a</sup> *Dates for fiscal year are as of September 30.*

<sup>b</sup> *Fiscal year 2023 data is partial and as of February 28, 2023.*

## Appendix G: Office of the Under Secretary for Health Memorandum

### Department of Veterans Affairs Memorandum

Date: August 2, 2023

From: Under Secretary for Health

Subj: OIG Determination of VHA's Severe Occupational Staffing Shortages Fiscal Year 2023 (2023-00659-HI-1349)

To: Director, Office of Healthcare Inspections (54)

1. Thank you for the opportunity to review and comment on the Office of Inspector General (OIG) draft report, *OIG Determination of VHA's Severe Occupational Staffing Shortages Fiscal Year (FY) 2023*.
2. The Department of Veterans Affairs (VA) has become one of the best places to work in the federal government, ranking 5th among 17 of the largest agencies in 2022. Having a dedicated and fully staffed workforce is essential to positive patient outcomes in the Veterans Health Administration (VHA). A nationwide Medicare survey released in June 2023 found that Veterans rated VA hospitals higher than private healthcare facilities in all ten patient-satisfaction categories. In dozens of peer-reviewed articles, VA health care is consistently rated better than or equal to private sector care.
3. VHA is investing in its workforce by:
  - Expanding education loan repayment awards as a recruitment and retention incentive for clinical staff;
  - Targeting the use of recruitment and retention incentives toward shortage occupations;
  - Expanding scholarship opportunities for shortage occupations to build the workforce pipeline;
  - Improving pay with legislative relief in some areas;
  - Implementing the contract buy-out program for rural health providers;
  - Addressing sources of employee burnout;
  - Marketing the total rewards of a VA career through Total Reward\$ brochures and flyers; and
  - Implementing "Stay in VA" touchpoints to build engagement and proactively address employee concerns.
4. The recent passage of the PACT Act is supporting VHA's ability to recruit and retain top healthcare professionals. VHA currently has more than 398,000 employees onboard, has grown by 4.9% in the first 9 months of fiscal year 2023, and has hired nearly 44,000 new employees, the largest number of new hires ever onboarded in this amount of time.
5. As noted by the OIG, staffing shortages reflect occupations and specialties that are difficult to fill due to shortages in the available workforce, competition with the private sector, or other factors and do not necessarily reflect the number of vacancies in those occupations. It is also noteworthy that the results of the VHA national workforce planning cycle are largely consistent with the results of the OIG survey.

6. VHA continues to diligently assess occupational staffing shortages and provide resources and support to the field to help reduce shortages, including the publication of shortage occupation blueprints with granular occupation-level analysis, hiring need projections, and occupation-specific recruitment and retention strategies.
7. Comments regarding the contents of this memorandum may be directed to the GAO OIG Accountability Liaison Office at [VHA10BGOALACTION@va.gov](mailto:VHA10BGOALACTION@va.gov).

*(Original signed by:)*

Shereef Elnahal M.D., MBA

## OIG Contact and Staff Acknowledgments

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